DOCUMENT RESUME

ED 225 232 EA 015 127

AUTHOR	Gaswirth, Marc; And Others
TITLE	Teachers' Strikes in New Jersey. Studies in Industrial Relations and Human Resources, No. 1.
INSTITUTION	Rutgers, The State Univ., New Brunswick, N.J. Inst. of Management and Labor Relations.
REPORT NO	ISBN-0-8108-1569-9
PUB DATE	82
NOTE	275p.
AVAILABLE FROM	The Scarecrow Press, Inc., P.O. Box 656, Metuchen, NJ 08840 ($10.00).
PUB TYPE	Reports - Research/Technical (143) -- Statistical Data (110) -- Historical Materials (060)
EDRS PRICE	MF01 Plus Postage. PC Not Available from EDRS.
DESCRIPTORS	*Boards of Education; *Collective Bargaining; Educational History; Educational Policy; Elementary Secondary Education; *Policy Formation; Public School Teachers; School Statistics; State History; State Legislation; State Surveys; Tables (Data); Teacher Salaries; *Teacher Strikes; *Unions; Work Environment
IDENTIFIERS	Board Teacher Relationship; Counties; *New Jersey; New Jersey Education Association; New Jersey State Federation of Teachers

ABSTRACT

Researchers analyzed 127 public school teachers' strikes in New Jersey during the 36 school years from 1945 through 1981, presenting their data in over 60 tables. Data were collected from newspapers, magazines, and journals; through personal interviews; and via a questionnaire survey of affiliates of the New Jersey Education Association and the New Jersey State Federation of Teachers. Variables covered included strike frequency, causes (whether salaries and benefits, working conditions, or negotiation procedures), geographic location, time of occurrence (year, month, and weekday), staff days lost, number of teachers on strike, teacher organizational affiliation, school district enrollment size, and school board appointive or elective status. A historical analysis of New Jersey's development of collective bargaining policies for teachers reviews the origins of teacher bargaining, depicts the teacher and board organizations involved, and describes the evolution of public policy. Statistical analysis using percentages and correlations examines the data for 1945 through 1977; an appendix analyzes similar data through 1981 and adds information on strike causes from 1968 to 1981. Among the researchers' conclusions are that New Jersey teacher strikes are infrequent and short and tend to occur in larger northern counties with elected school boards. (RW)

****
* Reproductions supplied by EDRS are the best that can be made *
* from the original document. *
****

ED225232

U.S. DEPARTMENT OF EDUCATION
NATIONAL INSTITUTE OF EDUCATION
EDUCATIONAL RESOURCES INFORMATION CENTER (ERIC)

X This document has been reproduced as received from the person or organization originating it.
Minor changes have been made to improve reproduction quality.

• Points of view or opinions stated in this document do not necessarily represent official NIE position or policy.

"PERMISSION TO REPRODUCE THIS MATERIAL IN MICROFICHE ONLY HAS BEEN GRANTED BY

James P. Begin

TO THE EDUCATIONAL RESOURCES INFORMATION CENTER (ERIC)."

EA 015 127

STUDIES IN INDUSTRIAL RELATIONS AND HUMAN RESOURCES

THE INSTITUTE OF MANAGEMENT AND LABOR RELATIONS
Industrial Relations and Human Resources Department
Rutgers University • New Brunswick, New Jersey

1. **Teachers' Strikes in New Jersey,** by Marc Gaswirth, William M. Weinberg, and Barbara E. Kemmerer

Teachers' Strikes in New Jersey

by Marc Gaswirth, William M. Weinberg, and Barbara E. Kemmerer

Studies in Industrial Relations and Human Resources, No. 1

THE SCARECROW PRESS, INC.
Metuchen, N.J., & London • 1982

CCC 4

Library of Congress Cataloging in Publication Data

Gaswirth, Marc.
Teachers' strikes in New Jersey.

(Studies in industrial relations and human resources ; no. 1)
Includes bibliographical references.
1. Strikes and lockouts--Teachers--New Jersey--History. I. Weinberg, William M., 1921- . II. Kemmerer, Barbara E., 1947- . III. Rutgers University. Industrial Relations and Human Resources Dept. IV. Title. V. Series.
LB2844.47.U62N484 331.89'2813711009749 81-23489
ISBN 0-8108-1569-9

Copyright © 1982 by The Institute of Management and Labor Relations, Rutgers--The State University of New Jersey
Manufactured in the United States of America

TO THE MEMORY OF

JAKE COOK,

A FRIEND AND COLLEAGUE

Marc Gaswirth is Associate Director of Labor Relations with the New Jersey School Boards Association. Dr. Gaswirth has previously worked as a collective bargaining officer for the New Jersey Department of Higher Education, and has taught on the public and private school level as well as at institutions of higher education. He is currently an adjunct member of the faculty at Kean College of New Jersey. He has written numerous books and articles on public sector bargaining in New Jersey and is presently the principal writer and the editor of Negotiations News, a bi-monthly publication for school board members, administrators, attorneys, and negotiators.

William M. Weinberg is professor of industrial relations and chairman of the Industrial Relations and Human Resources Department, Institute of Management and Labor Relations, Rutgers University, and also functions as an arbitrator and mediator. He is a member of the National Academy of Arbitrators. Dr. Weinberg was chairman of the New Jersey State Board of Mediation. He served as executive director of the New Jersey Public Employers-Employees Relations Study Commission (1974-76), was vice chairman of the New Jersey Study Commission on public employee negotiations problems (1966-68), and is a member of the Judicial Task Force on Labor Relations (1980-82).

Barbara E. Kemmerer is an assistant professor, Industrial Relations and Human Resources Department, Institute of Management and Labor Relations, Rutgers University. She holds advanced degrees from Rutgers and The Pennsylvania State University. While at Penn State, she served as personnel assistant to the dean of resident instruction and as director of student information systems. Currently she is director of the Public Employment Relations Commission Computerized Case Management System, Trenton, New Jersey.

FOREWORD

In recent years the Institute has published a number of studies dealing with labor-management conflict, for example, Joan Weitzman's City Workers and Fiscal Crisis: Cutbacks, Givebacks, and Survival, a case study of negotiations between the City of New York and its unions; James Begin's Academics on Strikes, two case studies of higher education strikes; Oscar Nestor's The Strike as an Investment to Increase Productivity, a case study of the lengthy strike at NL Industries in Sayreville, New Jersey.

With the publication of this volume on Teachers' Strikes in New Jersey we broaden our study of strikes by focusing on the public education sector, the major locus of public employee strikes in New Jersey as in other states. This study includes a comprehensive analysis of the 127 public school teachers' strikes during the thirty-six year period from 1946 to 1981. The development of collective bargaining policy for teachers is reviewed. The frequency, geographical location, time of recurrence, cause, number of days lost, and number of teachers on strike are also described in the study. Among the authors' conclusions are that strikes are infrequent and short and that they are more likely to occur in large districts and northern counties.

The Institute publishes the study in the belief that practitioners and scholars alike will find it a useful source of information for understanding teacher-board conflict.

James P. Begin, Director
Institute of Management and
Labor Relations
Rutgers University

CONTENTS

Page

I Introduction 1

II Legislative History of Public Sector Collective Bargaining 3

(The Emergence of Collective Negotiations: Teacher Organizations, School Boards, and Legislation)

III Statistical Analysis of Strikes. 24

Table A - Number of Strikes by Year. 28
Table B - Number of Strikes by Month 29
Table C - Number of Strikes by Weekday 30
Table D - Joint Frequency: Number of Days Lost by First Day of Strike 31
Table E - Number of Strikes by Days Lost 32
Table F - Number of Teachers on Strike by Number of School Districts. 33
Table G - Staff Days Lost by School Year 34
Table H - Total Number of Teacher and Staff Days Statewide as Compared with Total Staff Days Lost by School Year 1968-69 - 1977-78. 35
Table I - Staff Days Lost During Strike to Total Number of Staff Days per School Year . . 36
Table J - School District Strikes by County. . . . 37
Table K - Joint Frequency: School District Strikes by County and School Year 1968-69 - 1977-78. 38
Table L - Joint Percentages: School District Strikes by County School Year as Compared to Total Number of Districts by County 1968-69 - 1977-78. 39
Table M - Frequency of School Strikes by Enrollment Group by School Year. 40
Table N - Percentage of School Strikes by Enrollment Group Compared to Total Districts by Enrollment Group by School Year. 41
Table O - Joint Frequency: Number of Days Lost by School Size 42
Table P - Joint Frequency: Day Strike Begins by School Size 43
Table Q - Joint Frequency: School Board on Strike by School Year. 44
Table R - Frequency of Issues in Negotiation by School District Strike 45
Table S - Percentage of Issues in Negotiation by School District Strike. 46

CONTENTS (Continued)

Page

IV Observations and Conclusions 47

V Appendix 54

Summary Tables

Table 1 - Strike Activity in New Jersey before 1960. . 54
Table 2 - Strike Activity January 1960-June 1965 . . . 56
Table 3 - Strike Activity September 1965-June 1968 . . 57
Table 4 - Strike Data, September 1968-June 1969. . . . 60
Table 5 - Issues Precipitating the Withholding of Services, September 1968-June 1979 63
Table 6 - Strike Data, September 1969-June 1970. . . . 67
Table 7 - Issues Precipitating the Withholding of Services, September 1969-June 1970 70
Table 8 - Strike Data, September 1970-June 1971. . . . 73
Table 9 - Issues Precipitating the Withholding of Services, September 1970-June 1971 77
Table 10- Strike Data, September 1971-June 1972. . . . 80
Table 11- Issues Precipitating the Withholding of Services, September 1971-June 1972 82
Table 12- Strike Data, September 1972-June 1973. . . . 84
Table 13- Issues Precipitating the Withholding of Services, September 1972-June 1973 87
Table 14- Strike Data, September 1973-June 1974. . . . 89
Table 15- Issues Precipitating the Withholding of Services, September 1973-June 1974 90
Table 16- Strike Data, September 1974-June 1975. . . . 92
Table 17- Issues Precipitating the Withholding of Services, September 1974-June 1975 94
Table 18- Strike Data, September 1975-June 1976. . . . 96
Table 19- Issues Precipitating the Withholding of Services, September 1975-June 1976 101
Table 20- Strike Data, September 1976-June 1977. . . .105
Table 21- Issues Precipitating the Withholding of Services, September 1976-June 1977 110
Table 22- Strike Data, September 1977-June 1978. . . .114
Table 23- Issues Precipitating the Withholding of Services, September 1977-June 1978 118
Table 24- Strike Data, September 1978-June 1979. . . .122
Table 25- Issues Precipitating the Withholding of Services, September 1978-June 1979 126
Table 26- Strike Data, September 1979-June 1980. . . .128
Table 27- Issues Precipitating the Withholding of Services, September 1979-June 1980 134
Table 28- Strike Data, September 1980-June 1981. . . .138
Table 29- Issues Precipitating the Withholding of Services, September 1980-June 1981 142

CONTENTS (Continued)

Summary Tables		Page
Table 30-30G -	Teachers' Strikes 1945-46 - 1980-81 . . .	144
Table 31-31A -	Multiple Strikes by School District February 1946 - June 1981	152
Table 32-32D -	Teachers' Strikes by County February 1946 - June 1981	154
Table 33-33C -	Teachers' Strikes in the United States and in New Jersey January 1947 - June 1981.	159
Table 34-34B -	Sixty-three Largest School Districts in New Jersey With 5000 or More Students Enrolled, Size of Teaching Staff, Organizational Affiliation of Exclusive Teacher Bargaining Unit	163

I

INTRODUCTION

I. INTRODUCTION

This monograph details the public education strike experience in New Jersey. It includes a comprehensive analysis of all public school teachers' strikes during the thirty-six year period from 1946 to 1981.

Chapter II is a historical analysis of teacher bargaining including its origins, a description of the parties, the formulation of public policy as it relates to collective bargaining, legislation, and bargaining procedures. Chapter III is a statistical analysis of the strike data collected. Chapter IV presents a survey of the findings, some observations, and conclusions. The appendix is a detailed, comprehensive chronology of all teachers' strikes in New Jersey from February 1946 to June 1981.

The information in the appendix on reasons for strikes was based on data supplied by the New Jersey Education Association (NJEA) and its affiliates, and affiliates of the New Jersey State Federation of Teachers (AFT) and obviously represents their organizational and personal perceptions of the strike issues. We have made no effort to comment, alter, or modify the statements and opinions expressed.

The data dealing with the estimated number of employees on strike ("participating at any one time") again came from NJEA and local AFT sources and were not verified independently by the researchers. A sampling of the data leads the authors to believe that it is reasonably reliable. The information was initially gathered by the NJEA for its own records and use. Those strikes for which questionnaires had not been filed initially were later surveyed by the researchers using a modified NJEA questionnaire. Information from the AFT locals was gathered in the same way. Although occasionally perjorative terms may have been used, in almost every case the issues were verified to be an accurate identification of the major strike issues as seen by the employee organizations. Obviously, school board representatives involved in these strikes may have a different perspective on the weight given to these issues and may use different terms to describe them. Questionnaires were used to gather information on all strikes after the passage of Chapter 303, which took effect at the start of the 1968-69 school year. Information on earlier strikes was gleaned from a variety of sources such as newspapers, union or school board publications, and personal interviews.

The statistical analysis of the strike data that appears in Chapter III covers the period from the 1945-46 school year through the 1977-78 school year. The researchers are continuing to gather this information for periodic analysis. In fact, the data in the appendix extend through the 1980-81 school year but are not analyzed in Chapter III. A sampling of the information leads the authors to believe that it is fairly consistent with the findings in Chapter III.

The bulk of the data was initially gathered for the doctoral dissertation of Marc Gaswirth, Teacher Militancy in New Jersey: An Analysis of Organizational Change, Public Policy Development, and School Board Teacher Relationships Through January 1975 (Ann Arbor, Michigan: University Microfilms, 1977), and serves as the basis for much of the research in this monograph. The information was updated, revised, and analyzed to broaden the dimensions of the original dissertation. The opinions expressed herein are those of the authors only and do not reflect the positions, views, or policies of any organizations and agencies with which the authors have been or may be associated. Marc Gaswirth especially acknowledges the assistance of Professors H. Levine and W. Weinberg for their help in conceptualizing the project.

The authors would like to express their appreciation to those individuals who were highly supportive of both the original Gaswirth project and the present research. The writers express their gratitude to Frederick Hipp, former NJEA Executive Director; Jack Bertolino, NJEA Director of Field Services; Walter O'Brien, NJEA Director of Government Relations; James Auerbach, former NJSFT President; Frank Fiorito, NJSFT Vice President; Marc Hurwitz, former NJSBA Executive Director; and John Pietrowicz, NJEA UniServ Coordinator. The writers further express their gratitude to the staffs of the individuals mentioned above, numerous teacher leaders, school board members and representatives, neutrals, and others too numerous to mention in this short space. The staff of the Rutgers Institute of Management and Labor Relations was helpful in the gathering of data. Director Bernard Downey of the Rutgers IMLR Library, Assistant Director Marge Watson, and Research Assistant Ann Langin-Hooper were of great assistance. Special recognition is also due to NJEA Research Associate Directors E. Lynne VanBuskirk and D. Ray Wenger.

A special thanks is given to Joan Riese for her patience and persistence in typing and reworking the various manuscripts.

II

LEGISLATIVE HISTORY OF PUBLIC SECTOR COLLECTIVE BARGAINING

II. LEGISLATIVE HISTORY OF PUBLIC COLLECTIVE BARGAINING

This chapter relates the activities of the New Jersey Education Association (NJEA) and the New Jersey State Federation of Teachers (NJSFT) to the emergence, growth, and development of public sector collective negotiations in New Jersey. It traces the divergence and eventual compromise of these two teacher organizations on a myriad of issues affecting school board-teacher relations. For purposes of proper perspective, references will be made to other interested groups throughout this chapter; nevertheless, its basic thrust is to assess the relative importance of teacher organizational interests that affected the formulation of public policy governing formalized and legislated bargaining in the public sector.

New Jersey is now in its fourteenth year of legislated public sector collective negotiations. The current bargaining law was originally passed in 1968, and became known as Chapter 303, Public Laws of 1968. Chapter 303 was later amended twice, once in 1974 and again in 1978. The current public sector bargaining law is actually an amendment to Chapter 100, Public Laws of 1941, which created the New Jersey State Board of Mediation (NJSBM).

The mandate of the NJSBM has been to assist the parties in the resolution of interest dispute negotiations in the private sector, to handle voluntary consent elections, and to assist the parties in the selection of neutrals in grievance arbitration proceedings. Chapter 100 omitted any reference to public sector employees, and this exclusion was reaffirmed in 1952 when Attorney General Theodore Parsons denied NJSBM participation in public sector disputes.[1]

This had not been the first official legal opinion on the status of public sector bargaining. Some eight years earlier, Attorney General David Wilentz had unequivocally rejected the concept of public sector bargaining. Wilentz ruled that:

> Without some express warrant of law, I do not see how the State or any of its political subdivisions may enter into a bargaining agreement with a trade union.

---

[1]New Jersey, Attorney General, Formal Opinion No. 11, June 26, 1952.

> The departments of the State Government derive their sole power from statutes . . .
>
> The real question is, is there any law on our statute books which authorizes, either by express words, or by necessary implications, such a bargaining agreement. If there is no such warrant, then certainly the governing bodies of counties and municipalities have not the power to engage in any such undertaking.[1]

The opinion, in effect, contended that the absence of any type of statutory expression precluded the existence of public sector collective bargaining rights. The ruling thus provided the legal basis for denying these rights in New Jersey for nearly twenty-five years.

In 1947, three years after the Wilentz decision, delegates to the State Constitutional Convention considered the inclusion of a paragraph to Article I dealing with the rights of private and public sector employees. The New Jersey AFL, the New Jersey CIO, and the teachers unions, including the NJEA, wanted constitutional language almost identical to Section 7 of the National Labor Relations Act, which grants full collective bargaining rights, including the right to strike, to all employees covered under the provisions of the Act. The insistence on similar constitutional language confused the delegates, who believed that collective bargaining rights in whatever form implied a legal right-to-strike. Many were uneasy about indirectly granting the right to strike to public employees. A compromise eventually ended the confusion and Article I, Paragraph 19, in its current form gained delegate approval.[2] The paragraph, which clearly distinguishes the rights of private and public sector employees, reads:

> Persons in private employment have the right to organize and bargain collectively.

---

[1]David Wilentz to David L. Cole, Law Library of the State Attorney General, Trenton, New Jersey, January 12, 1944.

[2]New Jersey Public and School Employees' Grievance Procedure Study Commission, Public Hearings, Vol. 1, March 15, 1967, pp. 12-14; see New Jersey Constitutional Convention Proceedings, 1947, Vol. 1, pp. 650-663.

> Persons in public employment shall have the right to organize, present to, and make known to the state or any of its political subdivisions or agencies, their grievances and proposals through representatives of their own choosing.[1]

The approval of the paragraph did not come about without fear that such distinguishing language might implicitly grant public employees the right to strike. Union efforts persuaded the delegates that an expressed prohibition was unnecessary, because a common law proscription against public employee strikes could be easily imposed.[2] Notwithstanding this implicit proscription, the omission of a strike ban was singularly important. In 1968 the New Jersey State Supreme Court held that the absence of a constitutional ban made it statutorily possible to grant public employees in the state the right to strike.[3]

Thomas Parsonnet, the long-time counsel to the New Jersey AFL, believed he had helped engineer language that could be interpreted by the courts to grant full collective bargaining rights to public employees. He often maintained during the 1960s and early 1970s that public sector unions did have the right to strike.[4] On the other hand, John Bebout, who played an important role as a consultant and neutral functionary in the drafting of the Constitution, claimed that Section 19 was purposely vague so that the debate between pro- and anti-labor factions would not disrupt the deliberations. It was imprecise enough for all factions to claim, if not victory, at least the avoidance of defeat.[5]

---

[1]New Jersey, Constitution, Article I, Paragraph 19.

[2]New Jersey, Study Commission, Public Hearings, March 15, 1967, pp. 15-18.

[3]Board of Education of Union Beach v. New Jersey Education Association, et al., 53 N.J. 27 (1968).

[4]Conversations between William M. Weinberg and Thomas Parsonnet, 1967-1970. Interview of Thomas Parsonnet by William M. Weinberg, March 15, 1967; also see his testimony before the Study Commission that same day.

[5]Conversations between William M. Weinberg and John Bebout, 1965-1975. This was verified at an interview with Bebout on December 3, 1980.

The absence of a statutory expression of support for public sector collective bargaining created in the main a "take-it-or-leave-it" option for the state's public employees. Teachers were in no less an enviable position than were other state, county, and municipal employees. School board-teacher salary discussions (negotiations were neither an appropriate nor an adequate expression of this relationship) frequently assumed paternalistic overtones. A scenario might have looked something like this:

> A group of teacher representatives appeal to the local school board for a $300 salary increase and an extra $150 for all teachers at or reaching maximum step on the salary guide. The board first would thank the teacher representatives for their presentations and would express appreciation to its professional staff for dedicated service to the school system. Then the board president would state that financial conditions prevented the school board from granting more than a $150 raise and an additional $50 to all teachers on maximum step. The teachers would thank the board for its generosity, and then return to their seats.

Such were "negotiations" in many school systems in the state until the mid-1960s.

During the early 1960s, as evidenced by the growth of the more militant American Federation of Teachers (AFT) in New York City and in other larger cities, a new chapter began in the history of school board-teacher relationships. During the next ten years the historically more conservative National Education Association (NEA) responded to a formidible AFT challenge by transforming itself into a facsimile of its militant union rival. This organizational rivalry became increasingly apparent on the state and local levels, and New Jersey was not excepted.[1]

The New Jersey Education Association (NJEA) and the New Jersey State Federation of Teachers (NJSFT) now sought to advance their respective organizational interests by pursuing a legislative mechanism that would enhance board-teacher negotiations. The NJEA preferred legislation modeled

---

[1]Gaswirth, Teacher Militancy in New Jersey, pp. 66-86.

after the NEA's concept of professional negotiation. The NJSFT, on the other hand, favored legislation supported by its parent organization, the AFT.[1]

The differences in legislative objectives reflected the particularist concerns of each organization. During the early 1960s, the NJEA supported legislation that would have given the New Jersey State Department of Education (NJSDE) administrative control over mechanisms dealing with representation and negotiations interest disputes. The bill limited its scope of coverage to educational personnel only, thereby incurring the opposition of non-educational public sector unions.[2] The NJEA insisted upon an all educational bargaining bill because both the state association and the NJSDE had maintained a close and cordial relationship at this time.[3]

During a 1967 informal hearing with key officials of the New Jersey Department of Education, members of the study commission were told of the harmonious relationship between the department and the NJEA. These officials were all members of the NJEA. None belonged to the NJSFT. They insisted they could adjudicate disputes objectively between the parties and between rival employee organizations.[4]

In 1965 a political test of strength occurred that vividly demonstrated the aforementioned organizational rivalries. A-439, an NJEA-supported bill geared to the collective bargaining objectives of school employees only, received wide-spread approval in both legislative houses. The Department of Education was to be the dispute settlement agency.[5]

---

[1]Gaswirth, pp. 88-89, 99-101, 108-109.

[2]NJEA, Delegate Assembly, "Report of the Teacher-Board Relations Committee," May 17, 1963, pp. 41-42.

[3]Kenneth David Pack, "The New Jersey Department of Education: The Marburger Years: A Case Study of Bureaucratic Instruction: Planning of Education at the State Level," (Ph.D. dissertation, Rutgers, The State University, 1974), p. 80.

[4]William M. Weinberg, personal notes of meetings between members of the Study Commission and with officials of the Department of Education, April 6, 1967.

[5]New Jersey, State Assembly, Bill No. 439 (1965).

The bill, which Governor Richard Hughes failed to act on in 1965, galvanized strenuous opposition from a number of quarters. Notwithstanding the aversion of the New Jersey State Federation of District Boards of Education (NJSFDBE)--later renamed the New Jersey School Boards Association (NJSBA)--and other public sector unions, the bill met formidable opposition from organized labor representing the interests of its broader constituency, including those of the NJSFT.[1]

Although organized labor appeared to be the bill's most formidable opponent, the NJSFDBE also lobbied against the NJEA legislation. Former NJSFDBE Executive Director Ruth Page stated that the application of impasse machinery was an obstacle in dealing with board-teacher problems and further contended that a formal appeals procedure in board-staff relations would abrogate local board of education responsibility. Page insisted that A-439 would make many local school board decisions subject to third-party intervention and that such intervention would violate the principle of local control of education.[2]

By March 1966 a combination of factors, including organized opposition to A-439 by powerful public employment lobbying forces and the governor's own reservations about the bill's validity, brought about the bill's demise. The governor's veto undoubtedly was a devastating blow to the NJEA, which had high hopes of ensuring the enactment of A-439. In his veto message Governor Hughes stated his objections to the bill, expressing particular concern about the legislation's impreciseness with respect to grievance machinery developed on the local level. The governor also cited that the bill did not contain specific guidelines governing the resolution of local grievances.[3]

---

[1]William Wayne Wood, "A Descriptive Analysis and Interpretation of the New Jersey State Federation of Teachers During the School Year 1965-66," (Ed. M. thesis, Rutgers, The State University, 1966), p. 89.

[2]Ruth M. Page, "Why School Boards Oppose Board-Staff Legislation," School Board Notes 17 (November 1965): 8-9.

[3]New Jersey, Executive Department, Veto Messages of Richard J. Hughes, Governor of New Jersey, 1965-1969, pp. 40-41.

It was not difficult to understand the NJSFT's opposition to the proposed NJEA negotiations legislation. The state teachers' union, principally through its powerful legislative arms, the New Jersey Industrial Union Council (NJIUC) and the New Jersey AFL, wanted the NJSBM to assume jurisdiction in all public sector disputes, as it had in many private sector disputes since the early 1940s. Unlike the NJEA, which did not seek a right-to-strike for teachers, the NJSFT contended that full collective bargaining would never be realized without the legal right-to-strike. In fact, the NJSFT accused the NJEA of being a company union in light of the state association's insistence that the NJSDE administer a negotiations law. The NJEA, with no access to labor membership on the NJSBM, (a tripartite board), with strong suspicions that the state agency would be biased toward teacher union affiliates, and with the view that NJSBM would be unable to properly deal with education matters, strenuously opposed the NJSFT legislation. These differing positions proved to be a most serious impediment to the passage of any public sector negotiations legislation through most of the 1960s.

Aware of the political as well as the practical repercussions of his veto of A-439, Governor Hughes signed into law in June, 1966 an act[1] that provided for the creation of the New Jersey Public and School Employees' Grievance Procedures Study Commission, whose function was:

> . . . to identify the most effective way to implement the constitutional rights of New Jersey public employees to organize and to present grievances and proposals through representatives of their own choosing consistent with the protection of the general public interest and the maintenance of stable and effective civil service systems.[2]

The governor and the state legislature made no immediate appointments to the Commission, which did not begin functioning until 1967.[3] In March 1967

---

[1]Chapter 170, Public Laws, 1966.

[2]New Jersey, Public and School Employees' Grievance Procedure Study Commission, Final Report to the Governor and the Legislature, January 9, 1968, p.11.

[3]Chapter 8, Public Laws, 1967, amended Chapter 170, in order to give the Study Commission more time to complete its work.

the Commission held the first of a series of four public hearings under the direction of its chairman, Dr. Marver Bernstein and its vice-chairman, Dr. William M. Weinberg. The Commission heard public employer and public employee groups, neutrals, academicians, labor management practitioners, and interested private citizens express their views on the need for legislated public sector labor relations.[1] The hearings eventually became a forum for an exchange of viewpoints on the direction of public policy in the state with regard to negotiations impasses and grievance procedures in the public sector.

The educational community was particularly well represented at these hearings. The NJSFT and its supporters, the state AFL-CIO and the state IUC; the NJEA and its national affiliate, the NEA; and the NJSFDBE had representatives voice their organizations' position on negotiations and grievance machinery. In attendance for the NJSFT was its president, Donald Nicholas; for the state AFL-CIO, Secretary Treasurer Charles Marciante and Chief Legal Counsel Thomas Parsonnet; for the state IUC, its president, Joel Jacobson; for the NJEA, Executive Secretary Frederick Hipp and the current Director of Field Services Jack Bertolino; for the NEA, its legal counsels, Frederick Livingston and Donald Wollett; and finally, for the NJSFDBE, Executive Director Ruth Page and its labor relations specialist, John Metzler.[2]

Allan Weisenfeld, secretary of the New Jersey State Board of Mediation, also testified. His remarks were important because they centered on the suggested participation of NJSBM in public sector labor disputes. This highly controversial issue grew out of Weisenfeld's involvement in the 1965 Perth Amboy strike.[3] Weisenfeld strongly endorsed the use of the NJSBM in public sector dispute settlements and representation matters. He dismissed NJEA contentions that his agency was biased toward the AFT and organized labor. He further argued that public sector bargaining, including board-teacher negotiations, was not materially different enough to warrant the creation of another state agency when the NJSBM already had a

---

[1] Study Commission, Public Hearings, 4 vols., 1967.

[2] Ibid.

[3] The details of the Perth Amboy strike may be found in Gaswirth, pp. 175-82

long history of successful service in private sector dispute settlement.[1]

The NJEA adamantly opposed NJSBM involvement in public school matters. Hipp stated that the NJSBM had illegally and incompetently participated in an AFT strike in Perth Amboy in 1965. Hipp further contended that the actions of the state agency had resembled not mediation, but clear bias in favor of the striking group.[2] The controversial intervention of the NJSBM in the AFT strike in Perth Amboy intensified the NJEA's long-standing opposition to the state agency's involvement in board-teacher matters.

The NJEA's uneasiness with the NJSBM also emerged on a different level. The NJSBM has a tripartite board composed of members who represent the interests of labor, management, and the public.[3] The labor representation on the board presented the NJEA with a particular dilemma in that the NJEA refused at this time to identify itself as a labor organization.[4] Furthermore, the state association had no access to the NJSBM, but rather over the years had cultivated strong ties to the NJSDE, the agency which the NJEA wanted to have administer an educational negotiations law. Thus, it appears quite likely that NJEA opposition to the NJSBM stemmed both from ideological reasons and from practical political considerations.

Other NJEA legislative demands concerning board-teacher relations showed noticeable resemblance to those of its AFT counterpart and of other public sector unions. For example, the NJEA favored the use of the election device to determine the exclusive bargaining agent in the event of a dispute.[5] The NJEA supported an expansive scope of bargaining, insisting that no limit be placed "on the matters of mutual concern which instructional staffs and other

---

[1]Study Commission, Public Hearing, Vol. 2, March 21, 1967, pp. 38A-66A

[2]Study Commission, Public Hearing, March 15, 1967, pp. 4A-5A.

[3]Weisenfeld, Mediation and the Development of Industrial Relations in New Jersey, pp. 8-9.

[4]See exchange between Commission member Walter Kops and Allan Weisenfeld in Study Commission, Public Hearing, March 21, 1967, pp. 50A-51A, 65A-66A.

[5]Study Commission, Public Hearing, March 15, 1967, pp. 5A-6A.

school employees may consider with their governing bodies."[1] The state association further supported the use of mediation and fact-finding in the contract negotiations phase of the bargaining relationship. Despite its call for limitations on the use of court injunctions in teacher walkouts, the NJEA continued to refuse to countenance teachers' strikes publicly. The state association maintained instead that affirmative legislative action on negotiations and grievance procedures would make most strikes unnecessary. Moreover, the state association still insisted that educational personnel be separated from other classes of public employees and urged that a board-staff bargaining law establish an administrative agency within the New Jersey State Department of Education.[2]

Organized labor and the NJSFT challenged the NJEA's position on a separate negotiations law for teachers. Both groups rejected the NJEA's admonitions, particularly against NJSBM involvement in board-teacher disputes. At the hearings their representatives asserted that private sector impasse machinery was appropriate to public sector dispute settlement.[3] NJSFT President Donald Nicholas claimed that the NJSBM had demonstrated considerable expertise in the area of private sector impasse resolution and that the creation of a separate agency for educational matters was an unnecessary duplication of existing state services.[4]

Besides favoring NJSBM involvement in board-teacher disputes, the NJSFT modeled its legislative proposals after similar language in the National Labor Relations Act. These proposals included guarantees of good-faith bargaining, an expanded scope of negotiations that encompassed more than simply "bread and butter" issues, and the use of the election device to determine exclusive bargaining agent status. The NJSFT also viewed the strike as sacrosanct and demanded that legislative action curb the use of judicial pressure such as injunctions and contempt of court procedures to prevent or terminate teachers' strikes.[5]

---

[1] Ibid., pp. 12A.

[2] Ibid., pp. 2A-16A.

[3] Ibid., pp. 9-10.

[4] Ibid., pp. 83A-84A.

[5] Ibid., pp. 81A-114A.

NJSFDE Executive Director Ruth Page agreed with the principle of board-staff relations, but pointed out that only economic issues should be negotiated. She also stated that educational policy-making decisions should be declared non-negotiable. The school boards' leader reiterated her organization's opposition to teachers' strikes and urged that any future bargaining law contain an anti-strike prohibition.[1]

In April 1967, eight months before the release of its final report, the Study Commission issued an interim report which was designed to provide temporary relief to public employee-employer emergency disputes through voluntary mediation. The report urged public employers to meet with chosen representatives of their employees "for the mutual resolution, within the law, of grievances and proposals."[2] The report further advised that public employers and employee groups make use of existing "facilities of appropriate public and private agencies and individuals to assist in the peaceful resolution of disputes on a voluntary basis with the mutual consent of both parties."[3] These agencies included the American Arbitration Association, the State Department of Education, the State Board of Mediation, and county and local governments.[4]

This interim report was issued in response to pressure from legislators and the governor's office. Several strikes were taking place. It was hoped by those seeking a collective bargaining law that the interim informal dispute settlement procedures would blunt public demand for immediate repressive legislation. The interim report seemed to have had little immediate effect, but it apparently convinced key legislators in both parties that panaceas did not exist and that a full law was necessary.[5]

The Commission took over six months to complete its final report which was released on January 9, 1968. The delay was deliberate. The Study

---

[1] Ibid., pp. 53A-58A.

[2] Study Commission, Interim Report, April 6, 1967.

[3] Ibid.

[4] Ibid.

[5] This is based on the recollection of Weinberg who helped draft the interim report.

Commission finished most of its internal discussion in the early fall of 1967, but it was agreed that the report would not be released until after the 1967 local elections. The report was drafted primarily by Dr. Harry Stark, Professor of Industrial Relations, Institute of Management and Labor Relations, Rutgers University, with the assistance of Dr. Marver Bernstein and Dr. William Weinberg.

The report recommended an administrative realignment and expansion of existing state services. The NJSBM staff would be transferred to a new Division of Dispute Settlement and a separate Division of Administration would be established to handle representation issues in public employment. The New Jersey Employment Relations Agency, under which both divisions would be placed, would assume operations in both public and private sectors. The report justified this change, claiming that experience, economy, and efficiency dictated that the Division of Dispute Settlement handle impasse cases in both public and private sectors.[1]

This recommended structure proved to be confusing to those not familiar with the structure of dispute settlement and adjudicative agencies. The Division of Dispute Settlement (initially staffed by the old NJSBM) would continue the NJSBM mediation role in the private sector and would provide the new mediation and fact-finding functions in public sector. One of the rationales was the anticipation that public sector disputes would surge during December to February because of budgetary deadlines. The private sector was usually relatively quiet then. This would allow for a more efficient deployment of staff.

The Division of Administration would handle unit determination, election, scope determination, and unfair labor practices in the public sector only. New Jersey has never legislated the Taft-Hartley function in the private sector.[2]

The Division of Dispute Settlement would continue to have a tripartite board overseeing it, as did the

---

[1]Study Commission, Final Report, pp. 19-23.

[2]The Taft-Hartley Act provides for elections, the determination of units, and unfair labor practices. PERC provides their functions in the public sector. The Mediation Board is limited to private sector dispute settlement.

Mediation Board before it. The assumption was that the high status part-time board could be useful in mediation efforts supplementing the full-time staff. The Division of Administration, on the other hand, would be governed by a full-time neutral board similar to the NLRB. Adjudication of disputes over representation did not lend themselves to mediated compromise.

The report recommended that the scope of negotiations include "salaries, wages, hours, and other terms and conditions of employment within the power of the appointing authority to determine or recommend." Further recommendations included the use of the election device, in the event of a dispute, to determine the composition of the bargaining unit.[1]

The Commission avoided a confrontation over the strike issue. The labor groups were concerned that debate on the strike issue could serve as a block to legislation. They agreed their first goal was representation rights. The right to strike could be resolved in the future. It should be noted that some other members of the Study Commission were for the right to strike but were agreed that because it was a divisive issue they would not press for the right to strike in the report.

Many public sector unions did not want the right to strike, at least not at that time. All unions agreed that they wanted the right to gain recognition. After unions were recognized, stable, and strong, they would press for the right to strike. The labor members of the Commission did not expect to get the right to strike. The three labor representatives agreed with the rest of the Commission that their dissent should not be so obvious as to cause concern and debate in the legislature.[2] It was agreed that their objection would be cast inconspicuously in a footnote, and there would be no "real" campaign in the legislature for the right to strike.[3]

In January 1968 movement began in earnest toward the final development of legislated public sector

---

[1]Study Commission, Final Report, pp. 19, 22-23

[2]Florence Miller, Walter Kops, and George Miller registered their disapproval of the Commission's position on the strike. Ibid., pp. 14-15. Kops, although not an NJEA official, was its tacit representative.

[3]Recollections of William M. Weinberg and Harry F. Stark.

labor relations in New Jersey. The date coincided with the release of the Study Commission's final report to the legislature and the governor. The report was instrumental in building momentum for the enactment of a compromise bill, S-746. Under Senator Alexander Matturi's sponsorship and floor leadership, the bill gained bipartisan political support in both houses of the state legislature.[1] The bill's basic provisions satisfied the disparate interests of a coalition of public sector labor organizations, including those of the major educational interest groups.[2]

This bill was originally drafted secretly by Allan Weisenfeld, then secretary of the NJSBM. Although the final product, as redrafted by the various interest groups, eliminated the NJSBM from the public sector, the substance of most of the original draft pertaining to the function of the new public sector agency remained. The governor's office and key legislators met off the record with Frederick Hipp (NJEA), Ruth Page (NJSFDBE), Thomas Parsonnet (counsel to AFL), and very few others. They hammered out the compromises.[3] Although the redrafted bill differed in detail from the Study Commission's recommended bill, both provided for the same basic provisions: the public sector could have collective negotiations with a commission to oversee the process, conduct elections, make unit determinations, and provide mediation and fact-finding services. A professional staff would be used.

In spite of overall agreement by the legislature and the affected interest groups, Governor Hughes still conditionally vetoed S-746. Hughes had many reservations about the bill, one of the most important of which was concern that the proposed law might implicitly grant public employees the right to strike. His concern was so great that the governor recommended in his veto message that the bill contain an expressed strike prohibition.[4] The Republican-controlled legislature, with the support of minority Democrats, ignored the governor's recommendations and on September 13, 1968, after years of sustained but frequently frustrated efforts, New Jersey

---

[1]Interview with Walter J. O'Brien, NJEA Director of Government Relations, August 13, 1975.

[2]New Jersey, State Senate Bill No. 746 (1968).

[3]William M. Weinberg discussed these meetings with the participants.

[4]New Jersey, Executive Department, Veto Messages of Richard J. Hughes, pp. 221-229.

enacted its first public sector labor relations law, Chapter 303, P.L., 1968.[1]

The new bargaining law was indeed a composite of varied organizational interests. Representatives of organized labor (including the NJSFT), the NJEA, and the NJSFDBE in particular, played significant roles in shaping the act to be consistent with their organizations' overall interests.[2] The law sustained the NJEA's strongest objection--the elimination of the NJSBM from the public sector. It also sustained the NJSFT's objection to the involvement of the NJSDE in the employment relations process. The law was not exclusionary, that is, a statute governing board-teacher relations only. It covered all public employees. Public employers, including the NJSFDBE, appeared generally appeased by this compromise legislation.[3]

The new bargaining law, the New Jersey Employer-Employee Relations Act, otherwise known as Chapter 303, created the Public Employment Relations Commission (PERC). Its primary responsibilities included resolving representation matters and assisting in the voluntary resolution of impasse situations arising from negotiations over terms and conditions of employment in the public sector.[4] According to James Mastriani, PERC's current Chairman, the Commission's mandate in the area of dispute settlement has been to "promote the harmonious and peaceful resolution of

---

[1]Newark Evening News, September 14, 1968.

[2]Interview with Frederick L. Hipp, July 16, 1976. The reader should note the role of Lewis Applegate, former NJEA Director of Public Relations, who was instrumental in generating legislative support for S-746.

[3]"New Jersey Legislature Approves Bargaining Law," Gerr, No. 251, July 1, 1968, B-9

[4]A good early summary of Chapter 303, P.L., 1968, can be found in Harry F. Stark, A Study Guide to the Public Employment Provisions of the New Jersey Employer-Employee Relations Act of 1968 (New Brunswick, NJ: Institute of Management and Labor Relations, Rutgers, The State University, September 1973), p. 1, Chapter 303, amended Chapter 100, Public Laws, 1941, also known as the New Jersey Labor Mediation Act.

public sector labor disputes . . .. We devote our efforts to voluntarism, mediation efforts, and pre- and post-fact-finding."[1] The law further empowered the governor to appoint a tripartite Commission of seven members, subject to the approval of the New Jersey State Senate.[2]

Since Chapter 303 immediately became effective upon the legislature's override of the governor's veto, the Commission assumed an enormous burden without sufficient time to plan its operations. Walter Pease, PERC's first chairman, explained the numerous problems that the Commission initially faced when it began operations.

> Chapter 303 was passed in September 1968 retroactive to July 1, 1968. Now, as far as I am concerned, that was the first mistake that was made. It put the Commission in an impossible position. As a matter of fact, we weren't sworn in until December and then there were only six of us sworn in. It put us in an impossible position. We should have had at least a year in which to find space in which to operate, to hire a staff, to get rules and regulations, but we had no such time . . .. We didn't even have a telephone, we didn't have a scrap of paper, we didn't have a place to sit, we had nothing. This is another mistake that I think was made.[3]

Pease also stated that the Commission's work load had increased sharply in its first two years of operations without a commensurate increase in its staffing allowance. Consequently, the Commission had to rely on outside mediators from New Jersey and neighboring states to absorb its additional mediation responsibilities.[4]

---

[1]Interview with James Mastriani, Trenton, N.J., November 7, 1975.

[2]Chapter 303, P.L., 1968, Stark, p. 1.

[3]New Jersey, Public Hearing, Public Employer-Employee Relations Laws, Vol. I, June 17, 1970, p. 3.

[4]Ibid., pp. 5-11.

Manney's study documented the fact that PERC worked quite successfully in the area of dispute settlement, despite the general increase in board-teacher and other public employment friction.[1] It should be pointed out that the rise in teacher militancy during the early life of Chapter 303 resulted not so much from the inadequacies of PERC's operations, but rather from a new set of problems. In 1970 Collins wrote:

> It would also seem obvious that one cannot legislate a philosophy or an attitude, and that certain areas of disagreement cannot be eliminated. Furthermore, the fact that public employers and employees are neophytes in the realm of collective negotiations would seem to pose problems in itself. Potential difficulties may be viewed against a variety of backgrounds including legal requirements, role expectations, and power differentials.[2]

Despite PERC's overall success in its first few years of operations, the rise in public employee unrest still was cause for concern to Governor Hughes and his Republican successor, William Cahill. Both governors adamantly opposed public employee strikes, and their respective administrations sought explicitly to prohibit them. In his 1969 message to the New Jersey State Legislature, Hughes urged passage of an amendment to Chapter 303 that would expressly outlaw public employee strikes, notwithstanding the common law prohibition already in effect against such activities.[3] Two years later Governor Cahill proposed an anti-strike law that would have imposed severe penalties on striking public employees and their organizations. The proposed law would have invoked

---

[1]Bernard J. Manney, An Analysis of Empirical Data Relating to Collective Negotiations Among Boards of Education and Teachers in New Jersey Public School Districts: 1969-1970 to 1973-1974. (Ed.D. dissertation, Rutgers, The State University, 1976).

[2]Mary Ann T. Collins, An Analysis of Employer-Employee Relations Reported in Selected New Jersey School Districts: Impact of Public Law 303 on Collective Negotiations for Teachers. (Ed.D. dissertation, Rutgers, The State University, 1970), p. 5.

[3]Trenton Evening Times, January 14, 1969.

the following penalties against the striking organization: suspension of certification of unions engaged in strikes by public employees and removal of such unions from public representation for up to three years. In addition, the bill would have inflicted heavy penalties on striking employees, including possible loss of "tenure, office, or position."[1]

The combined influence of the NJEA, the state AFL-CIO (representing the NJSFT's political interests), and other public employee groups worked to prevent passage of these bills. However, their joint efforts failed to persuade the governor to sign alternative legislation which these groups believed would strengthen the 1968 law.[2] In 1972, for example, the legislature passed A-520, a bill designed to restore enforcement powers to PERC. Governor Cahill conditionally vetoed the bill, which the legislature failed to override.[3] Right-to-strike legislation also gained very little currency among the state lawmakers.[4] The political stalemate involving the governor, the legislature, and public employment interest groups left the 1968 statute unchanged until January 1975, when new legislation, S-1087, took effect.

The new law, Chapter 123, P.L., 1974, finally returned to PERC the enforcement powers that Chapter 303

---

[1]Philadelphia Inquirer, May 23, 1971.

[2]Interview with Frank Fiorito, July 29, 1976. Mr. Fiorito, former NJSFT president and legislative chairman, stated that it has been NJSFT policy to support legislation that advances state AFT interests. To this end, the NJSFT often joins with the NJEA in supporting identical legislative measures, particularly in the context of collective bargaining.

[3]NJEA Reporter, August 23, 1972, p. 2.

[4]In the early 1970s, A-810, A-1200, and A-521 were just three of numerous right-to-strike bills that the state legislature refused to enact. Both the NJEA and the NJSFT consistently supported such legislation to grant public school employees the right to strike.

presumably had granted.[1] Previously, a 1970 State Supreme Court decision ruled that Chapter 303 never had clearly granted PERC such powers.[2] Besides granting the Commission enforcement powers, the present statute gave PERC the authority to resolve controversies involving the scope of bargaining (negotiability). The law empowered the Commission to promulgate new rules and regulations governing mandated invocation of mediation and fact-finding procedures in impasse situations. In addition, the law required the state to pay fact-finding costs which the employers and the employee groups formerly had borne equally.[3]

A companion law to Chapter 123, Chapter 124 P.L. 1974, established a second Study Commission "to study and analyze the 'New Jersey Employer-Employee Relations Act' (P.L. 1941 c. 100: C:34:13 A-1 et seq.), as amended and supplemented.[4] The purpose of Chapter 124 was to:

> . . . study the statute's effectiveness "in encouraging the impartial, timely and effective resolution of negotiating impasses in public sector," to consider whether the "statute should be altered to provide alternative methods of resolving all forms of disputes in public employment" . . .[5]

Richard Lester, Emeritus Dean of the Faculty, Princeton University, chaired the Study Commission.

---

[1]For an analysis of the new law, see Harry F. Stark, A Study Guide: The Public Employment Provisions of the New Jersey Employer-Employee Relations Act of 1968, as amended by Chapter 123, P.L., 1974, New Jersey Public Employer-Employee Relations, No. 20 February 1975, p. 1.

[2]Burlington County Evergreen Park Mental Hospital v. Cooper, 56 N.J. 579 (1970).

[3]Chapter 123, P.L., 1974; Harry F. Stark, A Study Guide, pp. 1-2. Beginning in 1976-77 fiscal year, the parties once again resumed payment for fact-finding costs as a result of a legislated rider to the budget act.

[4]New Jersey Public Employer-Employee Relations Study Commission, Report to the Governor and the Legislature, February 2, 1976.

[5]Ibid., p. 1.

William M. Weinberg, Professor of Industrial Relations at Rutgers University and vice chairman of the 1967 Study Commission, served as the Commission's executive director. In a 147-page report, the second Study Commission issued far reaching recommendations, including specific suggestions aimed at attaining finality in negotiations interest disputes.[1] Many of the recommendations were embodied in the 1977 amendment to the public bargaining law specifically relating to the final offer arbitration mechanism in negotiations interest disputes involving uniformed public employee personnel, i.e., police, fire, correctional officers, etc.

Chapter 85, Public Laws of 1977, became effective in 1978. It provided not only for the compulsory arbitration of uniformed personnel interest disputes, but also set out specific standards to be followed by the arbitrator. The act also contained language that permitted the parties to negotiate permissive issues but excluded such items from arbitration unless agreed to by the parties.[2] The courts have barred permissive issues from negotiation for the rest of the public sector because such negotiations have never been authorized specifically by legislation.[3]

The NJEA may be given much credit for lobbying the Police-Fire Arbitration Act. Obviously the primary advocacy role for the legislation was taken by some police and fire unions. However, it proved crucial when Frederick Hipp (NJEA) agreed to abandon the NJEA's adamant opposition to compulsory arbitration. Because some police and fire unions wanted finality, the NJEA would not actively oppose the arbitration act. This signal of "averting his glance" provided enough legislative support because it released many legislators who were pledged to the NJEA position of opposition to compulsory arbitration. The NJSFT never wavered in its opposition to the act.

---

[1] Ibid., pp. 23-40.

[2] Chapter 85, Public Laws, 1977.

[3] Ridgefield Park Education Association v. Ridgefield Park Board of Education, 78 N.J. 144 (1978).

Other public sector unions, however, also tacitly supported the police-fire effort to have mandatory arbitration.[1]

Both state teacher organizations officially have stated their opposition to this mechanism; instead, both groups have continued to insist upon a legal right to strike for teachers. The N.J. School Boards Association, long a vigorous opponent of the right to strike for public employees, currently supports legislation providing for an end to the jailing of teachers. This legislation, however, would instead impose heavy penalties against such employees and their employee organizations, including the suspension of dues deduction privileges.[2] At this writing, there appears to be little overt legislative sentiment for these bills.

Both state teachers' unions seek the passage of legislation that would reinstate a permissive category of bargaining that the Supreme Court declared illegal in 1978.[3] This legislation would not affect negotiations of permissive topics by police and firefighters, who have the right to negotiate such matters by virtue of Chapter 85.

The legislative history of collective negotiations relating to New Jersey teachers was inextricably interwound with that of other public employees. The enactment of Chapter 303 gave all public employees an administrative procedure for gaining recognition and launched legally sanctioned collective negotiations. Subsequent judicial interpretations of the negotiations law provided additional guidelines for the parties. Strikes were not permitted by law, but they nevertheless occurred. The next chapter analyzes the public education strike experience.

---

[1]William M. Weinberg and Richard Lester participated in off-the-record meeting with various public sector labor leaders. Crucial roles were played by Frederick Hipp, NJEA, and James Zazzali, who represented some of the uniformed groups.

[2]New Jersey, State Senate Bill No.320 (1980).

[3]New Jersey, State Senate Bill No. 750 (1980).

III. STATISTICAL ANALYSIS OF STRIKES

What follows is a statistical analysis of school district strikes that have occurred in the State of New Jersey since 1946. In some instances the analysis has centered on the time period from the 1968-69 school year through the 1977-78 school year since this represents exactly ten years since the passage of the Public Employment Relations Act. It should also be pointed out that supplementary data prior to 1968 were at times difficult to attain, thus limiting the analysis for certain variables for this ten-year period to ensure reliability and validity.

From February 20, 1946, to January 16, 1978, 87 school districts in the State of New Jersey experienced at least one teachers' strike. This chapter contains a statistical analysis of these school districts which will provide additional insights into the dynamics of teacher militancy in the state.

School District Strikes by Year

Table A summarizes the total number of strikes per year. As you will note, the incidence of teacher strikes was extremely rare before the passage of the 1968 Public Employment Relations Act and somewhat more frequent afterward. However, if one were to take 1976-1977, the year in which the highest number of strikes occurred, and compare the total to the total number of school districts represented by the AFT or NJEA, one finds that this figure represents only 3 percent of the total. It appears that school district strikes are still very much the exception. Further, of the total 127 strikes, 61 school districts have only had one strike, 20 have had two, Long Branch and Paterson have had three, Bayonne has had four, Garfield and Jersey City have had five, and Newark has had six. Thus, six school districts account for 20.4 percent of all the strikes which have occurred.

Strike Occurrence by Month and Weekday

Table B indicates that most strikes occur in September, January, February and March. These findings are not surprising since these months fall on the beginning of a contract year as well as within budgetary deadlines. What is surprising are the days on which teachers' strikes begin. In reviewing Table C, one finds an almost even distribution of strikes over days of the week. When these data are further refined to account for the duration of the strike (Table D), Monday, Tuesday or Friday strikes account for over seventy-five percent of all strikes which are one day in length. Some Tuesday strikes were

the first day after a long weekend. Monday or Friday strikes were slightly less than fifty percent. It was thought that these figures would be much higher since Monday or Friday strikes would provide for extended weekends as well as precede or follow weekend school board negotiations.

School Districts by Number of Days Lost During Strike

Of the total number of school districts, 46 percent lost a day or less due to strike occurrences and only 10 percent lost ten or more days, the mean being four days. It should be kept in mind, however, that the mean is somewhat higher than is representative of the sample as shown in Table E due to one 25-day-old (Hoboken, 1975-1976) and one 55-day-old (Newark, 1970-1971) strike. A more accurate measure in this case is the median, which is 1.89.

School District by Number of Teachers on Strike

As presented in Table F, 47 percent of the strikes involved 200 or fewer teachers, while 17 percent involved 601 or more teachers. As evidenced in the data on number of days lost, the mean number of teachers on strike, 434, tends not to be as meaningful a measure of these data as the median which is 239.66. The largest number of teachers participating in a strike was 4,000 in Newark, 1975-1976, and the lowest number was 15 in Lavallette, 1977-1978. Of the four strikes which involved over 2,300 teachers, three were in the Newark school district.

Index of Cost of School District Strike: Staff Days Lost

The cost of teachers' strikes to school districts in terms of the number of staff-days lost amounts to a total of 442,860 staff-days lost. As Table G indicates, only seven school years, the most noteworthy being 1970-1971, exceed the average percent of staff-days lost per school year by 2.5 percent. Table H compares the number of staff-days lost to teachers' strikes to the total number of staff-days across all school districts. In terms of percentage of total staff-days, those lost to teachers' strikes amount to less than 1 percent per school year since the inception of the Public Employment Relations Act. Table I summarizes ten strikes with the highest number of staff-days lost as compared to the total number of staff-days per school year.

The cost of a public education strike is difficult to assess. There may be differences in merely attempting to identify the exact number of teacher-

days lost. Boards and employee groups disagree on the number of teachers involved. Make-up days may be scheduled but not held. A preliminary analysis seemed to show that most of the lost time was made up in some form. This could not be verified with any degree of accuracy. More research needs to be done on whether the lost time is recaptured in terms of time or function. Existing data are too fragmentary and elusive.

School District Strikes by County

As Table J indicated, 71 percent of the strikes occurred in Bergen, Hudson, Monmouth, Essex, and Middlesex counties, counties which have the highest population density. If Bergen, Morris, Essex, Hudson, Union, Somerset, Middlesex, Monmouth, Ocean, and Passaic counties are considered as northern parts of the state, then 83 percent of the strikes occurred in the northern counties. In addition, as Table K and L point out, during the last ten years Hudson, Mercer, and Passaic counties appear to have the highest percentages of school district strikes.

School Size, School Board Status, Union Affiliation of School Districts on Strike

Tables M and N indicate that during the last ten years schools with over 6,000 enrollment have had the greatest number of strikes. Further, as Table O points out, larger school districts also experienced strikes of longer duration. Finally, although the relationship is not significant, Table P indicates that larger school districts tended to initiate strikes on Mondays or Fridays.

Since 1946, 65 percent of school districts on strike were negotiating with elected school boards as opposed to those which were appointed. As presented in Table Q, during the last 10 years this figure increased to 74 percent. Since elected school boards account for 93 percent of all boards, appointed boards seem to have more strikes proportionate to their number than elected boards.

In examining union affiliation since 1947, it was found that 80 percent of the teachers were represented by the NJEA, 11 percent by the AFT, 5 percent were represented by both unions, 3 percent of the districts had no employee organization, and 1 percent (one district) had an independent union.

Issues in Negotiation: Precipitating Strike

As expected, economic issues such as salaries and fringe benefits were mentioned most often as precipitating teachers' strikes. Other issues of interest, summarized in Tables R and S , include reduction in or insufficient planned school expenditure, third party impasse recommendations not accepted, non-teaching assignments, and class size. Issues which can be considered as those affecting the "quality" of teaching were not listed as strike issues as much as those affecting the economic or negotiating environment.

Joint Frequency: Chi Square, Uncertainty Coefficient and Lambda

The Chi Square Statistic, uncertainty coefficient and Lambda Statistics were used to test the significance of the relationships between school size and first day of strike, school size and number of days lost, issues by county location (north/south), issues by union designation, issues by board status (elected or appointed), and first day of strike by number of days lost. None of these relationships proved to be significant.

Conclusion

From these data one can conclude that while teacher strikes in New Jersey tend not to be frequent occurrences, the district that does go out on strike tends to be one with over 6,000 enrollment, affiliated with the NJEA in a northern county, and has an elected school board. When teachers do go out on strike, they tend not to stay out more than one day in the beginning of the school year.

III

STATISTICAL ANALYSIS OF STRIKES

TABLE A

NUMBER OF STRIKES BY YEAR

Number of Strikes	Year(s)
1	1945-46, 1946-47, 1950-51, 1951-52, 1952-53, 1954-55, 1955-56, 1964-65
2	1953-54, 1956-57
3	1963-64, 1965-66, 1973-74
5	1971-72, 1974-75
6	1966-67, 1967-68
8	1972-73
9	1969-70
11	1968-69
12	1977-78
13	1970-71
15	1975-76
16	1976-77
127 Total	

TABLE B

NUMBER OF STRIKES BY MONTH

Month	Number of Strikes	Percent of Total Number of Strikes
January	23	18
February	22	17
March	18	14
April	3	2
May	6	5
June	4	3
July	0	0
August	0	0
September	24	19
October	10	8
November	11	9
December	6	5

TABLE C

NUMBER OF STRIKES BY WEEKDAY

Weekday	Number of Strikes	Percent of Total Number of Strikes
Monday	31	25
Tuesday	24	19
Wednesday	24	19
Thursday	18	14
Friday	29	23
Missing	1	

TABLE D

JOINT FREQUENCY: NUMBER OF DAYS LOST BY FIRST DAY OF STRIKE

Days Lost	M	T	W	Th	F	Total
Less than 1 day	0	0	2	0	0	2
1	12	15	8	5	15	55
2	3	0	5	4	2	14
3	1	3	4	2	2	12
4	0	4	2	0	0	6
5	3	0	1	2	1	7
6	0	0	0	2	2	4
7	0	0	0	1	0	1
8	1	1	1	1	3	7
9	1	0	0	0	1	2
10	3	1	0	0	0	4
11	1	0	1	0	1	3
13	1	0	0	0	0	1
14	1	0	0	0	0	1
15	1	0	0	0	0	1
16	0	0	0	0	1	1
17	2	0	0	0	1	3
25	0	0	0	1	0	1
55	1	0	0	0	0	1
Total:	31	24	24	18	29	126

Missing: 1

TABLE E

NUMBER OF STRIKES BY DAYS LOST

Days Lost	Number of Strikes	Percent of Total Number of Strikes
Less than 1 day	2	2
1	56	44
2	14	11
3	12	9
4	6	5
5	7	5
6	4	3
7	1	1
8	7	5
9	2	2
10	4	3
Over 10	12	10

TABLE F

NUMBER OF TEACHERS ON STRIKE

BY NUMBER OF SCHOOL DISTRICTS

Teachers on Strike	School Districts	Percent of Total
1- 50	11	9
51-100	19	15
101-150	14	11
151-200	15	12
201-250	10	8
251-300	7	5
301-350	6	5
351-400	4	3
401-450	7	5
451-500	5	4
501-550	1	1
551-600	6	5
Over 601	22	17

TABLE G

STAFF DAYS LOST BY SCHOOL YEAR

Year	Staff Days Lost	Total Staff Days	Percent of Total Staff Days
1945-46	600	108,000	1
1946-47	80	14,400	1
1950-51	100	18,000	1
1951-52	250	45,000	1
1952-53	30	5,400	1
1953-54	1,890	113,400	2
1954-55[1]	0	36,000	0
1955-56	300	54,000	1
1956-57	190	34,200	1
1963-64	720	129,600	1
1964-65	260	46,800	1
1965-66	5,900	437,400	1
1966-67	8,600	360,000	2
1967-68	1,150	207,000	1
1968-69	15,656	852,480	2
1969-70	90,553	1,261,980	7
1970-71	184,969	1,329,120	14
1971-72	13,029	480,420	3
1972-73	6,550	317,700	2
1973-74	1,420	151,200	1
1974-75	11,995	348,300	3
1975-76	56,638	1,496,520	4
1976-77	31,567	1,239,660	3
1977-78	30,483	536,400	6

[1] 200 teachers in Union City were out for less than one day.

TABLE H

TOTAL NUMBER OF TEACHER AND STAFF DAYS STATEWIDE AS COMPARED WITH TOTAL STAFF DAYS LOST BY SCHOOL YEAR

1968-69 - 1977-78

School Year	Total Number of Teachers[1]	Total Number of Staff Days	Total Staff Days Lost	Percentage of Staff Days Lost to Total Staff Days
1968-69	68,968	12,414,240	15,656	Less than 1%
1969-70	72,237	13,002,660	90,553	1%
1970-71	76,945	13,850,100	184,969	1%
1971-72	81,592	14,686,560	13,029	Less than 1%
1972-73	83,044	14,947,920	6,550	Less than 1%
1973-74	84,380	15,188,400	1,420	Less than 1%
1974-75	85,524	15,394,320	11,995	Less than 1%
1975-76	85,085	15,315,300	56,638	Less than 1%
1976-77	83,677	15,061,860	31,567	Less than 1%
1977-78	85,624	15,412,320	30,483	Less than 1%

[1]Total numbers include 7% for other professionals who normally participate with classroom teachers in strike actions.

TABLE I

STAFF DAYS LOST DURING STRIKE TO

TOTAL NUMBER OF STAFF DAYS PER SCHOOL YEAR (ESTIMATED)

School	Staff Days Lost	Total Staff Days Per School Year	Percent of Total
Newark, 1970-71	165,000	540,000	30
Newark, 1969-70	54,400	576,000	9
Jersey City, 1969-70	27,200	288,000	9
Willingboro, 1977-78	20,060	212,400	9
Newark, 1975-76	16,000	720,000	2
Elizabeth, 1975-76	13,000	180,000	7
Hoboken, 1975-76	10,825	77,940	14
Jersey City, 1976-77	9,200	414,000	2
Cherry Hill, 1976-77	8,800	198,180	4
Madison Twp., 1971-72	8,640	194,400	4

TABLE J

SCHOOL DISTRICT STRIKES BY COUNTY

County	Number of Districts	Percent of Total Districts
Atlantic	2	2
Bergen	23	18
Burlington	2	2
Camden	5	4
Cape May	2	2
Cumberland	1	.8
Essex	10	8
Gloucester	1	.8
Hudson	18	14
Hunterdon	3	2
Mercer	3	2
Middlesex	11	9
Monmouth	12	9
Morris	4	3
Ocean	4	3
Passaic	11	9
Salem	0	0
Somerset	6	5
Sussex	0	0
Union	6	5
Warren	3	2
Total	127	100

TABLE K

JOINT FREQUENCY:

SCHOOL DISTRICT STRIKES BY COUNTY AND SCHOOL YEAR

1968-69 - 1977-78

	68-69	69-70	70-71	71-72	72-73	73-74	74-75	75-76	76-77	77-78	Total
Atlantic	1	0	0	0	0	0	0	0	1	0	2
Bergen	3	1	4	0	4	0	0	2	4	2	20
Burlington	0	0	0	0	0	0	0	0	0	2	2
Camden	1	0	0	0	0	0	0	0	2	0	3
Cape May	1	0	0	0	0	0	0	0	1	0	2
Cumberland	0	0	1	0	0	0	0	0	0	0	1
Essex	0	1	1	1	1	0	1	1	0	0	6
Gloucester	0	0	0	0	0	0	1	0	0	0	1
Hudson	2	2	1	0	1	0	0	2	2	0	10
Hunterdon	0	0	0	0	0	0	0	1	0	2	3
Mercer	1	1	1	0	0	0	0	0	0	0	3
Middlesex	0	2	1	1	0	0	0	0	1	0	5
Monmouth	0	0	0	2	2	0	3	3	0	2	12
Morris	0	0	1	0	0	1	0	2	0	0	4
Ocean	0	1	1	1	0	0	0	0	0	1	4
Passaic	1	1	0	0	0	1	0	3	2	1	8
Salem	0	0	0	0	0	0	0	0	0	0	0
Somerset	0	0	1	0	0	1	0	0	1	2	5
Sussex	0	0	0	0	0	0	0	0	0	0	0
Union	0	0	1	0	0	0	0	1	1	0	3
Warren	1	0	0	0	0	0	0	0	1	1	3
Total	11	9	13	5	8	3	5	15	16	12	97

TABLE L

JOINT PERCENTAGES:*

SCHOOL DISTRICT STRIKES BY COUNTY-SCHOOL YEAR

AS COMPARED TO TOTAL NUMBER OF DISTRICTS BY COUNTY

1968-69 - 1977-78

	68-69	69-70	70-71	71-72	72-73	73-74	74-75	75-76	76-77	77-78
Atlantic	4	0	0	0	0	0	0	0	4	0
Bergen	4	1	5	0	5	0	0	3	5	3
Burlington	0	0	0	0	0	0	0	0	0	4
Camden	3	0	0	0	0	0	0	0	5	0
Cape May	6	0	0	0	0	0	0	0	6	0
Cumberland	0	0	7	0	0	0	0	0	0	0
Essex	0	5	5	5	5	0	5	5	0	0
Gloucester	0	0	0	0	0	0	4	0	0	0
Hudson	17	17	7	0	7	0	0	14	14	0
Hunterdon	0	0	0	0	0	0	0	3	0	7
Mercer	11	11	10	0	0	0	0	0	0	0
Middlesex	0	8	4	4	0	0	0	0	4	0
Monmouth	0	0	0	4	4	0	6	6	0	4
Morris	0	0	3	0	0	3	0	5	0	0
Ocean	0	4	4	4	0	0	0	0	0	3
Passaic	5	5	0	0	0	5	0	15	10	5
Salem	0	0	0	0	0	0	0	0	0	0
Somerset	0	0	5	0	0	5	0	0	5	10
Sussex	0	0	0	0	0	0	0	0	0	0
Union	0	0	4	0	0	0	0	4	4	0
Warren	4	0	0	0	0	0	0	0	4	4

*This table represents percentages of Table K

TABLE M

FREQUENCY OF SCHOOL STRIKES BY

ENROLLMENT GROUP BY SCHOOL YEAR

	Enrollment Grouping					
		K-12				
Year	Elementary	Less Than 3000	3000-5999	Over 6000	Secondary	Total
1968-69	1	2	1	5	2	11
1969-70	1	2	0	6	0	9
1970-71	0	1	3	9	0	13
1971-72	0	0	2	2	1	5
1972-73	1	2	4	1	0	8
1973-74	0	1	1	1	0	3
1974-75	1	0	3	1	0	5
1975-76	2	3	1	5	4	15
1976-77	2	3	3	4	4	16
1977-78	6	3	0	3	0	12
Total	14	17	18	37	11	97

TABLE N

PERCENTAGE OF SCHOOL STRIKES BY ENROLLMENT GROUP

COMPARED TO TOTAL DISTRICTS

BY ENROLLMENT GROUP BY SCHOOL YEAR

	Enrollment Grouping				
		K-12			
Year	Elementary	Less Than 3000	3000-5999	Over 6000	Secondary
1968-69	Less than 1	3	1	9	4
1969-70	Less than 1	3	0	11	0
1970-71	0	1	4	15	0
1971-72	0	0	3	3	2
1972-73	Less than 1	3	6	2	0
1973-74	0	1	1	2	0
1974-75	Less than 1	0	5	2	0
1975-76	1	3	2	9	6
1976-77	1	3	4	8	6
1977-78	2	3	0	6	0

TABLE O

JOINT FREQUENCY:

NUMBER OF DAYS LOST BY SCHOOL SIZE

	School Size					
		K-12				
Days Lost	Elementary	Less Than 3000	3000-5999	Over 6000	Secondary	Total
Less than 1 day	0	0	0	2	0	2
1	8	11	10	22	5	56
2	2	2	4	6	0	14
3	1	2	3	2	4	12
4	0	1	0	5	0	6
5	1	0	2	4	0	7
6	2	1	0	1	0	4
7	0	0	1	0	0	1
8	0	0	0	6	1	7
9	0	1	1	0	0	2
10	0	0	1	1	1	3
11	0	0	0	3	0	3
13	0	0	0	1	0	1
14	0	0	1	0	0	1
15	1	0	0	0	0	1
16	0	0	0	1	0	1
17	0	0	0	3	0	3
25	0	0	0	1	0	1
55	0	0	0	1	0	1
Total	15	18	23	59	11	126

Missing - 1

TABLE P

JOINT FREQUENCY:

DAY STRIKE BEGINS BY SCHOOL SIZE

		K-12				
	Elementary	Less Than 3000	3000-5999	Over 6000	Secondary	Total
Monday	4	2	4	19	1	31
Tuesday	2	7	4	7	4	24
Wednesday	4	2	4	12	2	24
Thursday	2	0	7	7	2	18
Friday	3	7	3	14	2	29
Total	15	18	22	59	11	126

Missing - 1

TABLE Q

JOINT FREQUENCY: SCHOOL BOARD ON STRIKE BY SCHOOL YEAR

Board Status	68/69	69/70	70/71	71/72	72/73	73/74	74/75	75/76	76/77	77/78	Total
Appointed	5	3	3	2	4	1	2	3	2	0	25
Elected	6	6	10	3	4	2	3	12	14	12	72
Total	11	9	13	5	8	3	5	15	16	12	97

TABLE R

Frequency of Issues in Negotiation
by School District Strike[1]

N = 127

	Key Issue	Subordinate Issue	Not an Issue or Not Known
Salary and Fringe Benefits			
Salaries[2]	91	14	21
Fringe benefits (paid leaves, insurance, health services, etc.)	46	26	55
Working Conditions			
Class size	16	17	94
Building facilities	8	13	106
Length of school year	6	14	107
Nonteaching assignments	25	17	85
Teacher participation in curricular decisions	10	11	106
Supplies, equipment, textbooks	7	8	112
Negotiation			
Conflict in determination of organization to represent majority of teachers	6	0	121
Negotiation procedures inadequate and/or needed	25	3	99
Grievance procedures inadequate and/or needed	20	7	100
Board refuses to recognize an organization to represent majority of teachers	3	0	124
Board refuses to meet with recognized teacher organization	2	3	122
Board meets with, but refuses to negotiate with recognized teacher organization	17	8	102
Third party impasse resolution recommendations not accepted by one or both parties (board, teachers)	35	2	90
Other			
Inadequate local tax effort	18	6	103
Reduction in and/or insufficient planned school expenditure	36	10	81
Other (please specify)	33	0	94

[1] Issues in negotiation prior to 1968 were not obtained directly from the partie themselves, but from various authoritative sources including interviews and historical documents.

[2] One value is missing.

TABLE S

Percentage of Issues in Negotiation
by School District Strike[1]

N = 127

	Key Issue	Subordinate Issue	Not an Issue or Not Known
Salary and Fringe Benefits			
Salaries[2]	72	11	17
Fringe benefits (paid leaves, insurance, health services, etc.)	36	21	43
Working Conditions			
Class size	13	13	74
Building facilities	6	10	84
Length of school year	5	11	84
Nonteaching assignments	20	13	67
Teacher participation in curricular decisions	8	9	33
Supplies, equipment, textbooks	6	6	88
Negotiation			
Conflict in determination of organization to represent majority of teachers	5	0	95
Negotiation procedures inadequate and/or needed	20	2	78
Grievance procedures inadequate and/or needed	16	5	69
Board refuses to recognize an organization to represent majority of teachers	2	0	98
Board refuses to meet with recognized teacher organization	1	2	97
Board meets with, but refuses to negotiate with recognized teacher organization	13	6	81
Third party impasse resolution recommendations not accepted by one or both parties (board, teachers)	27	1	72
Other			
Inadequate local tax effort	14	5	81
Reduction in and/or insufficient planned school expenditure	28	8	64
Other (please specify)	26	0	74

[1] Issues in negotiation prior to 1968 were not obtained directly from the parties themselves, but from various authoritative sources including interviews and historical documents.

[2] One value is missing.

IV

OBSERVATIONS AND CONCLUSIONS

IV. OBSERVATIONS AND CONCLUSIONS

This study had five objectives. First, it identified all known work stoppages involving public school teachers in New Jersey but excluding those affecting only non professional public school employees or those involving private school teachers or faculties of higher education. Second, this study examined the causes of teachers' strikes through a variety of means, including newspaper accounts, magazines, journals, personal interviews, and a structured questionnaire. Third, this monograph viewed the incidences of teacher work stoppages in the context of either the absence or presence of legislated collective negotiations. Fourth, this study has also described and analyzed the interrelationship of the major actors: teachers' organizations, school boards and government. Finally, it statistically analyzed the strike data through the 1977-78 school year. Additional data through June, 1981, also appear in the Appendix.

The rivalry which emerged between the two national teacher groups clearly manifested itself among state and local AFT and NEA affiliates. Both the AFT and the NEA developed separate vehicles, differently labeled, to accomplish the goals of improving teachers' salaries, working conditions, and, in general, increasing the extent of teacher input into the operations of the local schools. In the early 1960's, the AFT enthusiastically advanced the concept of collective bargaining. The NEA sought to project a different image by extolling the virtues of its system of board-teacher relations called professional negotiations.

Prior to the AFT's milestone of achieving recognition in New York City in 1961, both national teacher groups avoided an organizational commitment to the tactics generally associated with board-teacher conflict. By the late 1950's, however, the AFT appeared more inclined to accept the inevitability of periodic board-teacher friction than its NEA rival. Yet, the AFT's refusal to officially approve the strike weapon until 1963 strongly suggested that to that date even unionized teachers (who were presumed to be more militant because they were unionized) were unprepared to accept the principle of inherent board-teacher conflict. By the mid-1960's, however, the AFT undeniably had forged a more militant and aggressive image which resulted in substantial organizing gains in the larger urban areas and their immediate environs. Aware of the AFT's successes, the NEA reacted with a series of policy changes, including

support of professional sanctions and the strike, which transformed the once staid organization into a facsimile of the militant AFT. By the late 1960's, setting aside the rhetorical and semantic distinctions, there was little to distinguish the basic position of both organizations on a formal system of board-teacher relations and the inherency of the resulting conflict. Although one of the nation's most densely populated states and sandwiched between two AFT strongholds in New York City and Philadelphia, the AFT currently has bargaining rights in only 10 school districts in the state[1] whereas NEA affiliates claim to have bargaining rights in 580 districts.[2] The AFT's membership in the state is approximately 8,000.[3] The NJEA-NEA's membership is over 110,000.[4]

Historically, this division can be explained in a number of ways. Through the mid-1960's, the NJEA's field service approach, its emphasis on supportive research data in behalf of teacher salary demands, its formidable legislative lobbying, and its greater acceptability to most members of the educational community (who frequently viewed the goals of teacher unionism as inimical to those of the teaching profession), enabled education associations to establish a broader base of support among the state's teachers. The NJEA's staff and manpower resources also were considerably greater than those of its AFT rival. An indication of this staff superiority can be seen in current staff figures: The NJEA has 75 professional staff members;[5] the NJSFT has 6.[6]

---

[1]Telephone interview with Raymond Peterson, NJSFT President, July 13, 1981.

[2]Telephone interview with John Pietrowicz, July 13, 1981.

[3]Telephone interview with Raymond Peterson, July 13, 1981. Mr. Peterson noted that the AFT bargains for approximately 10,000 teachers in the state.

[4]Telephone interview with John Pietrowicz, July 9, 1981.

[5]Telephone interview with John Pietrowicz, July 9, 1981.

[6]Telephone interview with Raymond Peterson, July 13, 1981.

During the 1960's, the NJEA's conversion to a more militant organization occurred early enough to blur any significant policy differences between it and the NJSFT. The 1968 bargaining law (Chapter 303) further reduced the chances of the AFT. The law, which provided for exclusive recognition, had the effect of minimizing the organizational role of many of the smaller AFT locals whose minority status now was legally recognized. During the Chapter 303 period, AFT locals had exclusive bargaining rights in only five school districts: Newark, Woodbridge, Bayonne, North Bergen, and Perth Amboy.[1] By 1981, that number had doubled. In the remaining some six hundred school districts, NEA affiliates had majority status.

Despite its lesser organizational status, the AFT did contribute to accelerating the militant image projected by the NJEA. By the early 1960's, the AFT accepted the concept of board-teacher collective bargaining and conflict. In effect, the NJEA clearly assumed a greater acceptance of negotiations and militancy earlier than did its parent organization, the NEA. The NJEA's support of "professional negotiations," and "professional sanctions," coupled with its refusal to accept its identity as a labor union, revealed some fundamental uncertainties concerning the state association's position on traditional labor union activities. By the late 1960's, however, the NJEA began to embrace the concept of full collective bargaining and the legal right to strike for teachers akin to the positions enunciated for some time by the AFT. The significance of this NJEA-NJSFT convergence indicated that organizational rhetoric could no longer obfuscate the ideological and functional similarities between the two rival teacher groups.

During the period 1946-1981, 171 teachers' strikes occurred in New Jersey. The pattern of strikes revealed that 160 strikes occurred after 1963 and of those, 141 took place after Chapter 303 became law in September, 1968. Eighty-nine of the 171 strikes occurred in only 33 of the state's 590 school districts. In other words, 52% of the strikes took place in only 5.6% of the school districts.

Since 1946, NEA locals have conducted 141 of the 171 strikes (82%). AFT locals have called 19 walkouts

---

[1]The AFT, however, bargains for the faculties of the eight state colleges, Gloucester County College, Middlesex County College, and Somerset County College. Telephone interview with Raymond Peterson, July 13, 1981.

(11%). AFT and NEA organizations jointly sponsored 7 strikes (4%). Three strikes had no clear sponsorship (1.7%), and finally, 1 walkout can be labeled "wildcat" (.6%). Since NEA locals have far outnumbered AFT affiliates in the state, when viewed in the aggregate statewide, no substantial difference has existed in the strikes sponsored by AFT or NEA groups.

Traditionally, collective bargaining objectives, including issues such as salaries, fringe benefits, and working conditions, prompted most New Jersey teachers' strikes. In addition, insufficient planned school expenditures and board or teacher intransigence spurred other walkouts and demonstrations. A few strikes involved spontaneous incidences outside the traditional collective bargaining setting, such as controversies over the bussing of students, school disruptions, and academic freedom.

In the pre-Chapter 303 period, many of the abbreviated strikes resulted from the relative weakness of the teachers' organization to prevent the unilateral institution of working conditions. Without mandated recognition and bargaining legislation, some school boards virtually ignored teacher efforts to achieve negotiated settlements. Under these circumstances, therefore, teachers resorted to a variety of means at their disposal, including sanctions and the commonly used "sick-out" tactic.

Some strikes, both before and after 1968, also involved power considerations, not only between a striking teachers' group and a school board, but often between rival teacher groups. In the 1965-1968 period, strikes in Perth Amboy, Newark, Woodbridge, and Jersey City became inter-organizational struggles. As a result, it was often difficult to decide whether the militant group directed its action at the school board, or at its local rival, or at both. The initiating teacher group assumed a more aggressive posture toward the school board, not only in an effort to resolve collective bargaining issues, but also as a means of enhancing its organizational position vis-à-vis its rival.

Those strikes in Newark, Perth Amboy, and Woodbridge from 1965 to 1967 clearly demonstrated a need for a legislated mechanism to resolve representation and jurisdictional disputes. The 1968 legislated response effectively eliminated disputes on representation matters. Enactment of the basic public sector law also provided the milieu for the spread of contract negotiations that brought with it an increase in strike activity. The emergence of a formalized bargaining

relationship in virtually all New Jersey school districts generated strikes. The upsurge in strike activity stemmed in large measure from this new relationship in which teacher organizations, eager to exercise their newly found rights, met some strong resistance from local boards, which found the concept of bilateral negotiations and increased militancy as an affront to their views of home rule and managerial prerogatives.

Many of the post Chapter 303 and Chapter 123 strikes were caused by some of the same issues that cause most private sector strikes. The evidence clearly suggests that most strikes had as their central focus unsettled economic issues, namely salaries and fringe benefits. As the data suggest, other issues played a role in precipitating teacher strikes, but, by and large, the economic factor loomed largest in most of them.

In this same period, some strikes often became contests in which the striking group and the local school board struggled to determine the distribution of the prerogatives of power. In these cases, one side often viewed the respective actions of the other as inimical to its interests and threatening to its continued viability. Matters further became complicated because many participants at the negotiating table in the first few years of legislative bargaining were inexperienced and lacked sophistication in the art of skilled negotiations. In some cases, teacher groups aggressively demanded costly contract improvements and school boards expectedly became intransigent, reacting unyieldingly to these demands. In other instances, a few school boards continued to have the same uncompromising attitude after the passage of the bargaining law as they had before the new law, thereby encouraging greater staff disaffection. Thus, in the short run, the new law may have increased the likelihood of teachers' strikes. Despite periodic increases in overall strike activity, the number of strikes appears to have stabilized at a relatively low level, especially when compared to the hundreds of board-teacher contracts concluded without a disruption in services.

Before September 1968, board-teacher negotiations were taking place in the state even in the absence of enabling legislation. In some cases, however, the lack of legislative procedures to ensure workable negotiations contributed to heightened teacher militancy. In 1966, movement toward more formalized practices in public sector negotiations and grievance procedures began with the creation of the New Jersey Public and School Employees Grievance Study

Commission and with a New Jersey State Board of Education mandate to all state school districts to develop guidelines for the resolution of local employee grievances.

In September 1968, the New Jersey State Legislature enacted a compromise, all public sector bargaining law, Chapter 303, P.L., 1968, which established procedures and third-party impasse machinery to resolve representation and negotiations interest disputes. The law spurred the growth of hundreds of bargaining units in public education. In all but a few cases, the parties settled their differences in negotiations.

Nevertheless, the hope that Chapter 303 would eliminate all forms of public employer-employee friction was never realized because the new set of formal relations created by the law had within them factors which contributed to some initial employee-employer disharmony. Chapter 303 undoubtedly stimulated great employee interest and great employer apprehension. Many teacher groups envisioned that the law not only would afford the opportunity to improve salaries and working conditions, but would also increase teacher input into decision-making areas traditionally considered the province of local boards of education. During negotiations, some school boards capitulated to teacher demands while others resisted and still others assumed an inflexible bargaining position. In these last two situations, given the number of separate negotiations going on throughout the state, an inevitable increase in the number of board-teacher conflicts was likely to occur.

In spite of the increase in teacher unrest after 1968, the law added stability to employer-employee labor relations in public education. However, problem areas still remained concerning the proper scope of negotiability, the authority of PERC to hear unfair labor practice charges, and the response of the courts to cases involving contempt citations against striking teachers and their organizations. Chapter 123, P.L., 1974, which amended Chapter 303, seemed to clarify the first two areas by empowering PERC to determine the proper scope of negotiations and to hear and rule on unfair labor practices. Although these two matters were clarified, the state legislature has consistently refused to sanction the third--the legalization of public employee work stoppages.

Legislation is currently pending that would expand the current scope of negotiations. In 1978, the New Jersey Supreme Court struck down the category

of permissive negotiations involving all public sector employees except police and firefighters. In the Court's view, the 1975 amendments to the Act did not give the Commission the authority to establish a permissive category of negotiations affecting the exercise of managerial prerogatives.[1] Expanding the scope of negotiations to include a permissive category is foremost on the list of legislative priorities for most public sector unions.[2]

It seems reasonable to predict a continuance of board-teacher friction at the bargaining table and in the legislature as a consequence of the complexity of the factors influencing the bargaining relationship. Teacher groups continue to seek economic and other contractual improvements including protection against layoffs, lower class size, and increased staffing, to name but a few. School boards, which frequently are quite sensitive to the concerns of the community, are obliged not only to resist unreasonable teacher demands but also to issue their own demands during negotiations. Therefore, the future of board-teacher friction may become more a function of the pressures placed on the bargaining relationship by local and statewide exigencies such as state-imposed limitations on school spending, local taxpayer resistance to increased school budgets, and issues involving job security than a reflection of the bargaining relationship itself.

In conclusion, it appears to matter little whether the bargaining relationship takes place in the private or public sector. The parties have and will continue to have legitimate differences of interest. Collective bargaining is an adversary relationship. Such a relationship implies that potential sources of conflict pre-exist within this relationship. Collective bargaining attempts to manage this propensity for conflict. The record of documented strikes strongly suggests that the reasonableness of the parties, the added maturity and sophistication of board and teacher negotiators, and the effectiveness of third-party impasse procedures were instrumental in limiting the number of strikes in public education since the enactment of Chapter 303.

---

[1] Ridgefield Park Education Association, etc. See p. 22 for full quotation.

[2] New Jersey, State Senate Bill No. 750 (1980).

V

APPENDIX

TABLE 1

SUMMARY OF TEACHERS' STRIKE ACTIVITY IN NEW JERSEY BEFORE 1960

School Year 9/1-7/1	School District	Organization[a]	Estimated[b] Number of Employees Involved	First Day of Strike	Last[c] Day of Strike	Teaching Days Lost	Major Issues
1945-1946	Paterson	NEA & AFT	600	Wed. 2/20/46	Wed. 2/20/46	1	Salary
1946-1947	Hawthorne	NEA	80	Tues 2/18/47	Tues. 2/18/47	1	Salary
1950-1951	Garfield	AFT	100	Mon. 2/26/51	Mon. 2/26/51	1	Salary
1951-1952	Bayonne	NEA & AFT	250	Mon. 4/28/52	Mon. 4/28/52	1	Salary
1952-1953	Camden	None	30	Mon. 11/17/52	Mon. 11/17/52	1	Salary
1953-1954	Garfield	AFT	170	Fri. 12/11/53	Tues. 12/15/53	3	Salary

[a] Denotes affiliation of organization(s) initiating work stoppage. NEA designation also applies to professional associations not officially chartered by the NEA at the time of the work stoppage. Where both organizations jointly sponsored the job action, the name of the larger organization appears first. (Note: Local association honored local union picket lines in the 1953 Garfield strike.)

[b] Figures are approximate only.

[c] Denotes last scheduled school day affected by the strike.

TABLE 1-Continued

School Year 9/1-7/1	School District	Organization[a]	Estimated[b] Number of Employees Involved	First Day of Strike	Last[c] Day of Strike	Teaching Days Lost	Major Issues
1953-1954	Bayonne	NEA & AFT	460	Wed. 3/3/54	Fri. 3/5/54	2-1/2	Salary
1954- 1955	Union City[d]	NEA	200	Wed. 2/2/55	Wed. 2/2/55	2 hrs.	Salary
1955-1956	Irvington	NEA & AFT	300	Mon. 5/7/56	Mon. 5/7/56	1	Salary
1956-1957	Fairview	AFT	30	Fri. 11/30/56	Fri. 11/30/56	1	Salary
1956-1957	Clifton	NEA	160	Fri. 5/24/57	Fri. 5/24/57	1	Salary

[a] Denotes affiliation of organizations initiating work stoppage. NEA designation also applies to professional associations not officially chartered by the NEA at the time of the work stoppage. Where both organizations jointly sponsored the job action, the name of the larger organization appears first.

[b] Figures are approximate only.

[c] Denotes last scheduled school day affected by the strike.

[d] Job action lasted less than one day and is not for statistical purposes considered an official work stoppage; however, this study will consider this job action a strike.

TABLE 2

SUMMARY OF TEACHERS' STRIKE ACTIVITY, JANUARY, 1960 - JUNE, 1965

School Year 9/1-7/1	School District	Organization[a]	Estimated[b] Number of Employees Involved	First Day of Strike	Last[c] Day of Strike	Teaching Days Lost	Major Issues
1963-1964	Jersey City	NEA & AFT	600	Wed. 3/4/64	Wed. 3/4/64	1	Salary
1963-1964	Hoboken	NEA	70	Tues. 6/2/64	Tues. 6/2/64	1	Salary
1963-1964	Bayonne	AFT	50	Mon. 6/8/64	Mon. 6/8/64	1	Salary
1964-1965	Belleville	NEA	260	Fri. 3/19/65	Fri. 3/19/65	1	Personnel and Supplies

[a]Denotes affiliation of organizations initiating work stoppage. NEA designation also applies to professional associations not officially chartered by the NEA at the time of the work stoppage. Where both organizations jointly sponsored the job action, the name of the larger organization appears first.

[b]Figures are approximate only.

[c]Denotes last scheduled school day affected by the strike.

TABLE 3

SUMMARY OF TEACHERS' STRIKE ACTIVITY, SEPTEMBER, 1965 - JUNE, 1968

School Year 9/1-7/1	School District	Organization[a]	Estimated[b] Number of Employees Involved	First Day of Strike	Last[c] Day of Strike	Teaching Days Lost	Major Issues
1965-1966	Perth Amboy	AFT	130	Mon. 11/1/65	Fri. 11/12/65	10	Recognition
1965-1966	Newark	AFT	800	Thurs. 12/2/65	Fri. 12/3/65	2	Recognition
1965-1966	Newark	NEA	1500	Thurs. 2/10/66	Thurs. 2/10/66	2	Economic
1966-1967	South Plainfield	NEA	240	Tues. 12/20/66	Tues. 12/20/66	1	Salary
1966-1967	Camden	NEA & AFT	450	Wed. 1/4/67	Thurs. 1/5/67	2	Salary
1966-1967	Piscataway	NEA	210	Mon. 1/9/67	Mon. 1/9/67	1	Salary

[a] Denotes affiliation of organizations initiating work stoppage. NEA designation also applies to professional associations not officially chartered by the NEA at the time of the work stoppage. (Note: The local union in Camden co-sponsored the two-day sickout.)

[b] Figures are approximate only.

[c] Denotes last scheduled school day that was affected by the strike.

TABLE 3-Continued

School Year 9/1-7/1	School District	Organization[a]	Estimated[b] Number of Employees Involved	First Day of Strike	Last[c] Day of Strike	Teaching Days Lost	Major Issues
1966-1967	Woodbridge	AFT	510	Mon. 1/16/67	Mon. 1/30/67	11	Economic Package and Educational Improvement
1966-1967	Linden	NEA	240	Mon. 1/23/67	Mon. 1/23/67	1	Salary
1966-1967	Jersey City	AFT	350	Wed. 2/15/67	Mon. 2/20/67	4	Salary
1967-1968	Secaucus	NEA	60	Thurs. 12/7/67	Thurs. 12/7/67	1	Economic
1967-1968	Madison Township	AFT	140	Fri. 1/5/68	Fri. 1/5/68	1	Salary

[a]Denotes affiliation of organizations initiating work stoppage. NEA designation also applies to professional associations not officially chartered by the NEA at the time of the work stoppage.

[b]Figures are approximate only.

[c]Denotes last scheduled school day that was affected by the strike.

TABLE 3-Continued

School Year 9/1-7/1	School District	Organization[a]	Estimated[b] Number of Employees Involved	First Day of Strike	Last[c] Day of Strike	Teaching Days Lost	Major Issues
1967-1968	Somerville	NEA	60	Thurs. 1/25/68	Thurs. 1/25/68	1	Salary and Educational Improvement
1967-1968	Plainfield	NEA	90	Thurs. 2/8/68	Thurs. 2/8/68	1	Salary
1967-1968	Scotch Plains-Fanwood	NEA	320	Tues. 3/5/68	Tues. 3/5/68	1	Budget Reduction
1967-1968	East Brunswick	NEA	480	Wed. 3/27/68	Wed. 3/27/68	1	Budget Reduction

[a] Denotes affiliation of organizations initiating work stoppage. NEA designation also applies to professional associations not officially chartered by the NEA at the time of the work stoppage.

[b] Figures are approximate only.

[c] Denotes last scheduled school day that was affected by the strike.

TABLE 4

SUMMARY OF GENERAL STRIKE DATA, SEPTEMBER, 1968 - JUNE, 1969

School District (County	Organization[a] Initiating Strike (Affiliation)	First Day of Strike	Last[b] Day of Strike	Total No. of Scheduled Teaching Days Lost	Estimated[c] No. of Employees Participating at Any Time	Contract Status
Middle Township (Cape May)	Middle Township Ed. Assn. (NEA)	Wed. 12/4/68	Fri. 12/6/68	3[d]	125	Negotiating first contract or obtaining organization recognition.
Ramapo-Indian Hills Regional (Bergen)	Ramapo-Indian Hills Ed. Assn. (NEA)	Thurs. 1/16/69	Thurs. 1/16/69	1	165	Negotiating first contract or obtaining organization recognition.
Jersey City (Hudson	Jersey City Ed. Assn. (NEA)	Thurs. 1/23/69	Mon. 2/3/69	6	1150	Negotiating for a future contract while present one was in force.

[a] NEA designation also applies to striking professional associations not officially chartered by the NEA at the time of the work stoppage.

[b] Denotes last scheduled school day affected by strike. Some strikes discontinued but later resumed.

[c] Figures are approximate only and may not represent sustained teacher participation throughout the work stoppage.

[d] Teachers called in sick on 12/4/68. Local school board closed schools the next two days although teachers were present for work.

TABLE 4-Continued

School District (County)	Organization[a] Initiating Strike (Affiliation)	First Day of Strike	Last[b] Day of Strike	Total No. of Scheduled Teaching Days Lost	Estimated[c] No. of Employees Participating at Any Time	Contract Status
Wallington (Bergen)	Wallington Ed. Assn. (NEA)	Tues. 1/28/69	Tues. 1/28/69	1	54	Negotiating for a future contract while present one was in force.
North Bergen (Hudson)	North Bergen Fed. of Teachers (AFT)	Mon. 2/3/69	Wed. 2/5/69	3	310	Negotiating first contract or obtaining organization recognition.
Garfield (Bergen)	Garfield Ed. Assn. (NEA)	Thurs. 2/13/69	Tues. 2/25/69	4-1/2	165	Negotiating first contract or obtaining organization recognition.
Trenton (Mercer)	Trenton Ed. Assn. (NEA)	Fri. 2/14/69	Fri. 2/14/69	1	700	Negotiating for a future contract while present one was in force.

[a] NEA designation also applies to striking professional associations not officially chartered by the NEA at the time of the work stoppage.

[b] Denotes last scheduled school day affected by strike. Some strikes discontinued but later resumed.

[c] Figures are approximate only and may not represent sustained teacher participation throughout the work stoppage.

TABLE 4-Continued

School District (County)	Organization[a] Initiating Strike (Affiliation)	First Day of Strike	Last[b] Day of Strike	Total No. of Scheduled Teaching Days Lost	Estimated[c] No. of Employees Participating at Any Time	Contract Status
Cherry Hill (Camden)	Cherry Hill Ed. Assn. (NEA)	Fri. 3/21/69	Fri. 3/21/69	1	790	Negotiating first contract or obtaining organization recognition.
Warren Hills Regional (Warren)	Warren Hills Regional Ed. Assn. (NEA)	Fri. 3/21/69	Fri. 3/21/69	1	92	Negotiating first contract or obtaining organization recognition.
Buena Regional (Atlantic)	Buena Regional Ed. Assn. (NEA)	Mon. 6/16/69	Fri. 6/20/69	5	85	During term of contract; change in contract terms not involved.
Paterson (Passaic)	Paterson Ed. Assn. (NEA)	Tues. 6/17/69	Fri. 6/20/69	4	1100	Negotiating for a future contract while present one was in force.

[a] NEA designation also applies to striking professional associations not officially chartered by the NEA at the time of the work stoppage.

[b] Denotes last scheduled school day affected by strike.

[c] Figures are approximate only and may not represent sustained teacher participation throughout the work stoppage.

TABLE 5

SUMMARY OF ISSUES PRECIPITATING THE WITHHOLDING OF SERVICES

September, 1968 - June, 1969

Issues Precipitating the Withholding of Services	Struck School District				
	Middle Township	Ramapo-Indian Hills Reg.	Jersey City	Wallington	North Bergen
Salary and fringe benefits					
Salary	KI	KI	KI	KI	KI
Fringe benefits (paid leaves, insurance, health services, etc.)		SI	SI		
Working conditions					
Class size			SI		
Building facilities			KI		
Length of school year					
Non-teaching assignments					
Teaching participation in curricular decisions			KI		
Supplies, equipment, textbooks					
Negotiation					
Conflict in determining organization to represent majority of teachers					
Negotiation procedures inadequate and/or needed			KI		

Legend: KI - Key Issue
SI - Subordinate Issue

TABLE 5-Continued

Issues Precipitating the Withholding of Services	Struck School District						
	Garfield	Trenton	Cherry Hill	Warren Hills Regional	Buena Regional	Paterson	
Salary and fringe benefits							
Salary	KI	KI	SI	KI		KI	
Fringe benefits (paid leaves, insurance, health services, etc.)	KI	KI	SI			SI	
Working conditions							
Class Size	SI						
Building facilities	SI						
Length of school year	KI						
Non-teaching assignments	KI		KI				
Teaching participation in curricular decisions	SI						
Supplies, equipment, textbooks	SI						
Negotiation							
Conflict in determining organization to represent majority of teachers							
Negotiation procedures inadequate and/or needed			KI[a]				

Legend: KI - Key Issue
SI - Subordinate Issue

[a]School board would not honor a signed agreement on salaries.

CCC 92

TABLE 5A

SUMMARY OF ISSUES PRECIPITATING THE WITHHOLDING OF SERVICES

September, 1968 - June, 1969

Issues Precipitating the Withholding of Services	Struck School District				
	Middle Township	Ramapo-Indian Hills Reg.	Jersey City	Wallington	North Bergen
Grievance procedures inadequate and/or needed		KI			
Board refuses to recognize an organization to represent majority of teachers					
Board refuses to meet with recognized teacher organization					
Board meets with, but refuses to negotiate with recognized teacher organization	SI		KI	KI	
Third-party impasse resolution recommendations not accepted by one or both parties (board, teachers)		KI (board)			SI
Other					
Inadequate local tax effort					
Reduction in and/or insufficient planned school expenditure					
Other (please specify)					

Legend: KI - Key Issue
SI - Subordinate Issue

TABLE 5A-Continued

Issues Precipitating the Withholding of Services	Struck School District					
	Garfield	Trenton	Cherry Hill	Warren Hills Regional	Buena Regional	Paterson
Grievance and procedures inadequate and/or needed	KI		SI			
Board refuses to recognize an organization to represent majority of teachers						
Board refuses to meet with recognized teacher organization						
Board meets with, but refuses to negotiate with recognized teacher organization	KI					
Third-party impasse resolution recommendations not accepted by one or both parties (board, teachers)	KI					
Other						
Inadequate local tax effort	KI		KI			
Reduction in and/or insufficient planned school expenditure	KI		KI (reduction)			
Other (please specify)					KI[a]	

KI - Key Issue
SI - Subordinate Issue

[a] Teachers struck when school board took disciplinary action against a local teacher.

TABLE 6

SUMMARY OF GENERAL STRIKE DATA, SEPTEMBER, 1969 - JUNE, 1970

School District (County)	Organization[a] Initiating Strike (Affiliation)	First Day of Strike	Last[b] Day of Strike	Total No. of Scheduled Teaching Days Lost	Estimated[c] No. of Employees Participating at Any Time	Contract Status
Passaic (Passaic)	Ed. Assn. of Passaic (NEA)	Fri. 1/16/70	Fri. 1/30/70	8	431	Negotiating for a future contract while present one was in force.
East Brunswick (Middlesex)	East Brunswick Ed. Assn. (NEA)	Thurs. 1/22/70	Wed. 1/28/70	5	750	Negotiating for a future contract while present one was in force.
North Arlington (Bergen)	North Arlington Teachers Assn. (NEA)	Fri. 1/23/70	Fri. 1/23/70	1	85	Negotiating for a future contract while present one was in force.

[a] NEA designation also applies to striking professional associations not officially chartered by the NEA at the time of the work stoppage.

[b] Denotes last scheduled school day affected by strike. Some strikes discontinued but later resumed.

[c] Figures are approximate only and may not represent sustained teacher participation throughout the work stoppage.

TABLE 6-Continued

School District (County)	Organization[a] Initiating Strike (Affiliation)	First Day of Strike	Last[b] Day of Strike	Total No. of Scheduled Teaching Days Lost	Estimated[c] No. of Employees Participating at Any Time	Contract Status
Newark (Essex)	Newark Teachers Union (AFT)	Mon. 2/2/70	Wed. 2/25/70	17	3200	Previous contract expired; teachers working without new one.
Weehawken (Hudson)	Weehawken Ed. Assn. (NEA)	Wed. 2/4/70	Wed. 2/4/70	1	135	Negotiating for a future contract while present one was in force.
Jersey City (Hudson)	Jersey City Ed. Assn. (NEA)	Mon. 2/9/70	Wed. 3/4/70	17	1600	Negotiating for a future contract while present one was in force.

[a] NEA designation also applies to striking professional associations not officially chartered by the NEA at the time of the work stoppage.

[b] Denotes last scheduled school day affected by strike. Some strikes discontinued but later resumed.

[c] Figures are approximate only and may not represent sustained teacher participation throughout the work stoppage.

TABLE 6-Continued

School District (County)	Organization[a] Initiating Strike (Affiliation)	First Day of Strike	Last[b] Day of Strike	Total No. of Scheduled Teaching Days Lost	Estimated[c] No. of Employees Participating at Any Time	Contract Status
Hamilton Township (Mercer)	Hamilton Township Ed. Assn. (NEA)	Tues. 2/10/70	Tues. 2/10/70	1	560	Negotiating for a future contract while present one was in force.
Lakehurst (Ocean)	Lakehurst Ed. Assn. (NEA)	Fri. 3/6/70	Fri. 3/20/70	3	25	Negotiating for a future contract while present one was in force.
Sayreville (Middlesex)	Sayreville Ed. Assn. (NEA)	Tues. 3/10/70	Fri. 3/13/70	4	225	Negotiating for a future contract while present one was in force.

[a] NEA designation also applies to striking professional associations not officially chartered by the NEA at the time of the work stoppage.

[b] Denotes last scheduled school day affected by strike. Some strikes discontinued but later resumed.

[c] Figures are approximate only and may not represent sustained teacher participation throughout the work stoppage.

TABLE 7

SUMMARY OF ISSUES PRECIPITATING THE WITHHOLDING OF SERVICES

SEPTEMBER, 1969 - JUNE, 1970

Issues Precipitating the Withholding of Services	Struck School District								
	Passaic	East Brunswick	North Arlington	Newark	Weehawken	Jersey City	Hamilton Township	Lakehurst	Sayreville
Salary and fringe benefits									
Salary	KI	[a]	KI	KI	KI	KI	KI	SI	KI
Fringe benefits (paid leaves, insurance, health services, etc.)	KI	[a]	KI	KI	KI	KI	KI	SI	KI
Working conditions									
Class size	SI	KI		KI					
Building facilities	SI	KI		SI					SI
Length of school year		SI							
Non-teaching assignments		SI		KI		KI			SI
Teaching participation in curricular decisions		KI[b]				SI			
Supplies, equipment, textbooks		KI		SI		SI			
Negotiation									
Conflict in determining organization to represent majority of teachers									
Negotiation procedures inadequate and/or needed					SI				

Legend: KI - Key Issue
SI - Subordinate Issue

[a] Salaries and fringes negotiated after teachers had returned to work.

[b] eduction in force.

TABLE 7A

SUMMARY OF ISSUES PRECIPITATING THE WITHHOLDING OF SERVICES

SEPTEMBER, 1969 - JUNE, 1970

Issues Precipitating the Withholding of Services	Passaic	East Brunswick	North Arlington	Struck School District: Newark	Weehawken	Jersey City	Hamilton Township	Lakehurst	Sayreville
Grievance procedures inadequate and/or needed	KI			KI	SI		SI	SI	KI
Board refuses to recognize an organization to represent majority of teachers									
Board refuses to meet with recognized teacher organization		SI							
Board meets with, but refuses to negotiate with recognized teacher organization		SI		[a]	SI		SI	KI[b]	SI
Third-party impasse resolution recommendations not accepted by one or both parties (Board, teachers)	KI teachers		KI	KI	KI	[c]			KI

Legend: KI - Key Issue
SI - Subordinate Issue

[a] Negotiations without resolution.
[b] All items submitted to board were declared non-negotiable. Teachers were left with money items only.
[c] Board was not accepting or participating seriously in third-party effort.

TABLE 7A-Continued

Issues Precipitating the Withholding of Services	Struck School District									
	Passaic	East Brunswick	North Arlington	Newark	Weehawken	Jersey City	Hamilton Township	Lakehurst	Sayreville
Other									
Inadequate local tax effort		KI			SI	d			
Reduction in and/or insufficient planned school expenditure	KI	KI[e]	KI	KI	SI	KI[f]			
Other (please specify)	KI[g]	KI[h]	KI[i]	KI[j]					KI[k]

Legend: KI - Key Issue
SI - Subordinate Issue

[d] Mayor Whelan was seeking tax relief at expense of teachers and offered only $100 raise.

[e] Inadequate proposed budget.

[f] Mayor Whelan was going to run schools for 1970-71 school year on a custodial budget.

[g] Board offered teachers binding arbitration over salary and fringe benefits before strike. Teachers refused.

[h] Salaries and fringes negotiated after teachers had returned to work.

[i] (1) Board placed portion of teachers' salaries on a separate referendum before voters;
(2) Extremely "poor" individuals assigned as mediators and fact-finders.

[j] A declining tax base.

[k] Board refused to participate in fact-finding which resulted in favor of teachers on all issues.

TABLE 8

SUMMARY OF GENERAL STRIKE DATA, SEPTEMBER, 1970 - JUNE, 1971

School District (County)	Organization[a] Initiating Strike (Affiliation)	First Day of Strike	Last[b] Day of Strike	Total No. of Scheduled Teaching Days Lost	Estimated[c] No. of Employees Participating at Any Time	Contract Status
Brick Township (Ocean)	Brick Township Ed. Assn. (NEA)	Mon. 11/16/70	Mon. 11/16/70	1	300	During term of contract (change in contract terms not involved).
Bergenfield (Bergen)	Bergenfield Ed. Assn. (NEA)	Wed. 1/20/71	Thurs. 1/21/71	2[d]	315	Negotiating for a future contract while present one was in force.
Fair Lawn (Bergen)	Fair Lawn Ed. Assn. (NEA)	Fri. 1/22/71	Tues. 2/2/71	8	420	Negotiating for a future contract while present one was in force.

[a] NEA designation also applies to striking professional associations not officially chartered by the NEA at the time of the work stoppage.

[b] Denotes last scheduled school day affected by strike.

[c] Figures are approximate only and may not represent sustained teacher participation throughout the work stoppage.

[d] Schools were also closed on 1/22/71 although the strike was over. Schools reopened on 1/25/71.

TABLE 8-Continued

School District (County)	Organization[a] Initiating Strike (Affiliation)	First Day of Strike	Last[b] Day of Strike	Total No. of Scheduled Teaching Days Lost	Estimated[c] No. of Employees Participating at Any Time	Contract Status
Paramus (Bergen)	Ed. Assn. of Paramus (NEA)	Mon. 1/25/71	Mon. 1/25/71	1	400	Negotiating for a future contract while present one was in force.
Ridgefield Park (Bergen)	Ridgefield Park Ed. Assn. (NEA)	Fri. 1/29/71	Fri. 1/29/71	1	175	Negotiating for a future contract while present one was in force.
Newark (Essex)	Newark Teachers' Union (AFT)	Mon. 2/1/71	Fri. 4/16/71	55[d]	3000	Previous contract expired; teachers working without new one.

[a] NEA designation also applies to striking professional associations not officially chartered by the NEA at the time of the work stoppage.

[b] Denotes last scheduled school day affected by strike. Some strikes discontinued but later resumed.

[c] Figures are approximate only and may not represent sustained teacher participation throughout the work stoppage.

[d] Total number of days probably included some holidays. Strike lasted eleven weeks.

TABLE 8-Continued

School District (County)	Organization[a] Initiating Strike (Affiliation)	First Day of Strike	Last[b] Day of Strike	Total No. of Scheduled Teaching Days Lost	Estimated[c] No. of Employees Participating at Any Time	Contract Status
Union City (Hudson)	Union City Ed. Assn. (NEA)	Mon. 2/1/71	Fri. 2/5/71	5	700	Negotiating for a future contract while present one was in force.
Union Township (Union)	Union Township Ed. Assn. (NEA)	Fri. 2/5/71	Mon. 2/8/71	2	380	Negotiating for a future contract while present one was in force.
Trenton (Mercer)	Trenton Ed. Assn. (NEA)	Wed. 2/17/71	Fri. 2/26/71	8	650	Negotiating for a future contract while present one was in force.

[a] NEA designation also applies to striking professional associations not officially chartered by the NEA at the time of the work stoppage.

[b] Denotes last scheduled school day affected by strike.

[c] Figures are approximate only and may not represent sustained teacher participation throughout the work stoppage.

TABLE 8-Continued

School District (County)	Organization[a] Initiating Strike (Affiliation)	First Day of Strike	Last[b] Day of Strike	Total No. of Scheduled Teaching Days Lost	Estimated[c] No. of Employees Participating at Any Time	Contract Status
Piscataway (Middlesex)	Piscataway Township Ed. Assn. (NEA)	Fri. 3/5/71	Fri. 3/19/71	11	450	Negotiating for a future contract while present one was in force.
Dover (Morris)	Dover Ed. Assn. (NEA)	Thurs. 3/11/71	Thurs. 3/11/71	1	194	Negotiating for a future contract while present one was in force.
Bridgeton (Cumberland)	No Organization	Mon. 3/15/71	Mon. 3/15/71	1	350	During term of contract; Change in contract terms not involved.
Somerville (Somerset)	Somerville Federated Teachers Assn. (NEA)	Thurs. 3/18/71	Mon. 3/22/71	3	50	Negotiating for a future contract while present one was in force.

[a] NEA designation also applies to striking professional associations not officially chartered by the NEA at the time of the work stoppage.

[b] Denotes last scheduled school day affected by strike.

[c] Figures are approximate only and may not represent sustained teacher participation throughout the work stoppage.

TABLE 9

SUMMARY OF ISSUES PRECIPITATING THE WITHHOLDING OF SERVICES

SEPTEMBER, 1970 - JUNE, 1971

Issues Precipitating the Withholding of Services	Brick Township	Bergenfield	Fair Lawn	Struck School District									
				Paramus	Ridgefield Park	Newark	Union City	Union Township	Trenton	Piscataway	Dover	Bridgeton	Somerville
Salary and fringe benefits													
Salary		KI	KI	KI	KI		KI	KI	KI	KI	KI		KI
Fringe benefits (paid leaves, insurance, health services, etc.)		KI	KI	KI				SI	SI	KI	KI		KI
Working conditions													
Class size		KI	SI		SI			SI	KI	KI	KI		SI
Building facilities		SI	SI		SI					KI			
Length of school year			KI		SI								
Non-teaching assignments		KI	KI	KI	SI				KI	KI			SI
Teacher participation in curricular decisions		SI	SI		SI			SI		KI			
Supplies, equipment, textbooks			SI		SI			SI		KI	KI		
Negotiation													
Conflict in determining organization to represent majority of teachers							KI						
Negotiation procedures inadequate and/or needed		KI			KI								

Legend: KI - Key Issue
SI - Subordinate Issue

TABLE 9A

SUMMARY OF ISSUES PRECIPITATING THE WITHHOLDING OF SERVICES

SEPTEMBER, 1970 - JUNE, 1971

Issues Precipitating the Withholding of Services	Struck School District												
	Brick Township	Bergenfield	Fair Lawn	Paramus	Ridgefield Park	Newark	Union City	Union Township	Trenton	Piscataway	Dover	Bridgeton	Somerville
Grievance procedures inadequate and/or needed		KI	KI				KI	KI					
Board refuses to recognize an organization to represent majority of teachers													
Board refuses to meet with recognized teacher organization								KI					
Board meets with, but refuses to negotiate with recognized teacher organization		KI						KI	SI	KI			
Third-party impasse resolution recommendations not accepted by one or both parties (board, teachers)			KI						SI				

Legend: KI - Key Issue
SI - Subordinate Issue

TABLE 9A - Continued

Issues Precipitating the Withholding of Services Legend: KI - Key Issue SI - Subordinate Issue	Struck School District												
	Brick Township	Bergenfield	Fair Lawn	Paramus	Ridgefield Park	Newark	Union City	Union Township	Trenton	Piscataway	Dover	Bridgeton	Somerville
Other													
Inadequate local tax effort								KI			SI		KI
Reduction in and/or insufficient planned school expenditure			KI	SI	SI			KI	KI		KI		KI
Other (please specify)	KI[a]		KI[b]			KI[c]				KI[d]		KI[e]	

[a] Suspension of tenured teacher over issue of academic freedom. Teacher reinstated.

[b] Board attitude.

[c] Vincent Russell, AFT national field representative, explained in the questionnaire that the 1971 strike did not involve issues listed above, but was really a political action against the teachers' union directed by Leroi Jones and the black nationalist forces which had input into the election of Mayor Kenneth Gibson. Russell met with Gibson prior to the strike and informed him that the union would accept a continuation of the present contract except for minor improvements for para-professionals because of Newark's economic difficulties. This suggestion was unacceptable to the Board of Education which wished to force the union into a strike. The elimination of third-party binding arbitration and the performance of non-professional duties by teachers were conditions won in the 1970 strike which teachers did not wish to lose from their contract.

[d] Political division of the Board.

[e] Racial disturbances. Schools unsafe for students and teachers.

TABLE 10

SUMMARY OF GENERAL STRIKE DATA, SEPTEMBER, 1971 - JUNE, 1972

School District (County)	Organization[a] Initiating Strike (Affiliation)	First Day of Strike	Last[b] Day of Strike	Total No. of Scheduled Teaching Days Lost	Estimated[c] No. of Employees Participating at Any Time	Contract Status
Madison Township (Middlesex)	Madison Township Ed. Assn. (NEA)	Tues. 1/25/72	Mon. 2/7/72	8[d]	1080	Negotiating for a future contract while present one was in force.
Irvington (Essex)	Irvington Ed. Assn. (NEA)	Fri. 2/11/72	Fri. 2/11/72	1	589	Negotiating for a future contract while present one was in force.
Long Branch (Monmouth)	Long Branch Ed. Assn. (NEA)	Tues. 3/28/72	Tues. 3/28/72	1	300	Negotiating for a future contract while present one was in force.

[a] NEA designation also applies to striking professional associations not officially chartered by the NEA at the time of the work stoppage.

[b] Denotes last scheduled school day affected by strike.

[c] Figures are approximate only and may not represent sustained teacher participation throughout the work stoppage.

[d] Figure does not include two days during strike that schools were closed because of snow.

TABLE 10-Continued

School District (County)	Organization[a] Initiating Strike (Affiliation)	First Day of Strike	Last[b] Day of Strike	Total No. of Scheduled Teaching Days Lost	Estimated[c] No. of Employees Participating at Any Time	Contract Status
Lakewood (Ocean)	Lakewood Ed. Assn.	Wed. 3/29/72	Wed. 3/29/72	1	300	During term of contract; change in contract terms not involved.
Freehold Regional (Monmouth)	Freehold Regional Ed. Assn. (NEA)	Thurs. 4/20/72	Mon. 5/1/72	8	400	Negotiating for a future contract while present one was in force.

[a] NEA designation also applies to striking professional associations not officially chartered by the NEA at the time of the work stoppage.

[b] Denotes last scheduled school day affected by strike.

[c] Figures are approximate only and may not represent sustained teacher participation.

TABLE 11

SUMMARY OF ISSUES PRECIPITATING THE WITHHOLDING OF SERVICES

SEPTEMBER, 1971 - JUNE, 1972

Issues Precipitating the Withholding of Services	Struck School District				
	Madison Township	Irvington	Long Branch	Lakewood	Freehold Regional
Salary and fringe benefits					
Salary	SI	KI	KI		SI
Fringe benefits (paid leaves, insurance, health services, etc.)	SI				
Working conditions					
Class size	KI				KI
Building facilities					
Length of school year					
Non-teaching assignments		KI			KI
Teacher participation in curricular decisions	KI	KI			
Supplies, equipment, textbooks					
Negotiation					
Conflict in determining organization to represent majority of teachers	KI				
Negotiation procedures inadequate and/or needed					

Legend: KI - Key Issue
SI - Subordinate Issue

TABLE 11A

SUMMARY OF ISSUES PRECIPITATING THE WITHHOLDING OF SERVICES

SEPTEMBER, 1971 - JUNE, 1972

Issues Precipitating the Withholding of Services	Struck School District				
	Madison Township	Irvington	Long Branch	Lakewood	Freehold Regional
Grievance procedures inadequate and/or needed		KI			
Board refuses to recognize an organization to represent majority of teachers					
Board refuses to meet with recognized teacher organization					
Board meets with, but refuses to negotiate with recognized teacher organization					SI
Third-party impasse resolution recommendations not accepted by one or both parties (board, teachers)					SI
Other					
Inadequate local tax effort		KI	KI		SI
Reduction in and/or insufficient planned school expenditure		SI			
Other (please specify)	KI[a]			KI[b]	

Legend: KI - Key Issue
SI - Subordinate Issue

[a] Reduction in specialists, removal of provisions in present contract.

[b] Quota system used to dismiss non-tenure teachers. System used was different in each school.

TABLE 12

SUMMARY OF GENERAL STRIKE DATA, SEPTEMBER, 1972 - JUNE, 1973

School District (County)	Organization[a] Initiating Strike (Affiliation)	First Day of Strike	Last[b] Day of Strike	Total No. of Scheduled Teaching Days Lost	Estimated[c] No. of Employees Participating at Any Time	Contract Status
Howell Township (Monmouth)	Howell Township Ed. Assn. (NEA)	Wed. 9/6/72	Wed. 9/6/72	1	175	During term of contract; change in contract terms not involved.
Lodi (Bergen)	Lodi Ed. Assn. (NEA)	Fri. 9/22/72	Fri. 9/22/72	1	167	Previous contract expired; teachers working without new one.
Cliffside Park (Bergen)	Cliffside Park Ed. Assn. (NEA)	Tues. 1/23/73	Tues. 1/23/73	1	125	Negotiating for a future contract while present one in force.

[a] NEA designation also applies to striking professional associations not officially chartered by the NEA at the time of the work stoppage.

[b] Denotes last scheduled school day affected by strike.

[c] Figures are approximate only and may not represent sustained teacher participation throughout the work stoppage.

TABLE 12-Continued

School District (County)	Organization[a] Initiating Strike (Affiliation)	First Day of Strike	Last[b] Day of Strike	Total No. of Scheduled Teaching Days Lost	Estimated[c] No. of Employees Participating at Any Time	Contract Status
Weehawken (Hudson)	Weehawken Ed. Assn. (NEA)	Fri. 2/16/73	Mon. 3/5/73	9	136	Negotiating for a future contract while present one was in force.
East Orange (Essex)	East Orange Ed. Assn. (NEA)	Fri. 3/9/73	Thurs. 3/15/73	5	595	Negotiating for a future contract while present one was in force.
Garfield (Bergen)	Garfield Ed. Assn. (NEA)	Thurs. 3/29/73	Fri. 3/30/73	2	167	Negotiating for a future contract while present one was in force.

[a] NEA designation also applies to striking professional associations not officially chartered by the NEA at the time of the work stoppage.

[b] Denotes last scheduled school day affected by strike. Some strikes discontinued but later resumed.

[c] Figures are approximate only and may not represent sustained teacher participation throughout the work stoppage.

TABLE 12-Continued

School District (County)	Organization[a] Initiating Strike (Affiliation)	First Day of Strike	Last[b] Day of Strike	Total No. of Scheduled Teaching Days Lost	Estimated[c] No. of Employees Participating at Any Time	Contract Status
Long Branch (Monmouth)	Long Branch[d] Custodial and Maintenance Assn.	Wed. 4/5/73	Thurs. 4/6/73	2	250	Negotiating first contract or obtaining organization recognition.
Elmwood Park (Bergen)	Elmwood Park Ed. Assn. (NEA)	Thurs. 5/24/73	Mon. 6/4/73	7	150	Negotiating for a future contract while present one was in force.

[a] NEA designation also applies to striking professional associations not officially chartered by the NEA at the time of the work stoppage.

[b] Denotes last scheduled school day affected by strike.

[c] Figures are approximate only and may not represent sustained teacher participation throughout the work stoppage.

[d] Other school employees supported the job action.

TABLE 13

SUMMARY OF ISSUES PRECIPITATING THE WITHHOLDING OF SERVICES

SEPTEMBER, 1972 - JUNE, 1973

Issues Precipitating the Withholding of Services	Howell Township	Lodi	Struck School District: Cliffside Park	Weehawken	East Orange	Garfield	Long Branch[a]	Elmwood Park
Salary and fringe benefits								
Salary			KI	SI	SI	KI	KI	SI
Fringe benefits (paid leaves, insurance, health services, etc.)		KI	KI	KI		SI		
Working conditions								
Class size			SI	KI	KI			
Building facilities			SI	SI	KI			
Length of school year								SI
Non-teaching assignments			SI	KI	KI	SI		
Teacher participation in curriculum decisions			SI					SI
Supplies, equipment, textbooks			KI		KI			
Negotiation								
Conflict in determining organization to represent majority of teachers								
Negotiation procedures inadequate and/or needed			KI		KI			

Legend: KI - Key Issue
SI - Subordinate Issue

[a]Custodial employees action honored by other school employees.

133

TABLE 13A

SUMMARY OF ISSUES PRECIPITATING THE WITHHOLDING OF SERVICES

SEPTEMBER, 1972 - JUNE, 1973

Issues Precipitating the Withholding of Services	Struck School District								
	Howell Township	Lodi	Cliffside Park	Weehawken	East Orange	Garfield	Long Branch	Elmwood Park	
Grievance procedures inadequate and/or needed			KI	KI			SI	KI	
Board refuses to recognize an organization to represent majority of teachers									
Board refuses to meet with recognized teacher organization					KI				
Board meets with, but refuses to negotiate with recognized teacher organization		KI			KI				
Third-party impasse resolution recommendations not accepted by one or both parties (board, teachers)		KI				KI		KI (board)	
Other									
Inadequate local tax effort			KI		KI				
Reduction in and/or insufficient planned school expenditure			KI		KI	KI			
Other (please specify)	KI[a]				KI[b]			KI[c]	

Legend: KI - Key Issue
SI - Subordinate Issue

[a] Refused to bus children in primary grades.
[b] Reduction in force.
[c] Binding arbitration.

TABLE 14

SUMMARY OF GENERAL STRIKE DATA, SEPTEMBER, 1973 - JUNE, 1974

School District (County)	Organization[a] Initiating Strike (Affiliation)	First Day of Strike	Last[b] Day of Strike	Total No. of Scheduled Teaching Days Lost	Estimated[c] No. of Employees Participating at Any Time	Contract Status
Montville (Morris)	Montville Township Ed. Assn. (NEA)	Wed. 9/5/73	Thurs. 9/6/73	2	160	Previous contract expired; teachers working without new one.
Clifton (Passaic)	Clifton Teachers Assn. (NEA)	Mon. 9/17/73	Tues. 9/18/73	2	420	Previous contract expired; teachers working without new one.
Manville (Somerset)	Manville Ed. Assn. (NEA)	Mon. 11/5/73	Mon. 11/5/73	1	260	Previous contract expired; teachers working without new one.

[a] NEA designation also applies to striking professicnal associations not officially chartered by the NEA at the time of the work stoppage.

[b] Denotes last scheduled school day affected by strike.

[c] Figures are approximate only and may not represent sustained teacher participation throughout the work stoppage.

TABLE 15

SUMMARY OF ISSUES PRECIPITATING THE WITHHOLDING OF SERVICES

SEPTEMBER, 1973 - JUNE, 1974

Issues Precipitating the Withholding of Services	Struck School District		
	Montville	Clifton	Manville
Salary and fringe benefits			
Salary	KI	SI	KI
Fringe benefits (paid leaves, insurance, health services, etc.)	KI	SI	SI
Working conditions			
Class size	SI		
Building facilities	SI	KI	
Length of school year	SI		SI
Non-teaching assignments	SI	SI	
Teacher participation in curricular decisions		KI	
Supplies, equipment, textbooks		KI	
Negotiation			
Conflict in determining organization to represent majority of teachers			
Negotiation procedures inadequate and/or needed			

Legend: SI - Key Issue
SI - Subordinate Issue

TABLE 15A

SUMMARY OF ISSUES PRECIPITATING THE WITHHOLDING OF SERVICES

SEPTEMBER, 1973 - JUNE, 1974

Issues Precipitating the Withholding of Services	Struck School District		
	Montville	Clifton	Manville
Grievance procedures inadequate and/or needed		SI	
Board refuses to recognize an organization to represent majority of teachers			
Board refuses to meet with recognized teacher organization			
Board meets with, but refuses to negotiage with recognized teacher organization			
Third-party impasse resolution recommendations not accepted by one or both parties (board, teachers)	KI	KI	KI
Other			
Inadequate local tax effort			
Reduction in and/or insufficient planned school expenditure			
Other (please specify)	KI[a]	KI[b]	

Legend: KI - Key Issue
SI - Subordinate Issue

[a] Teachers were fed up for their own individual and varied reasons

[b] Frustration

TABLE 16

SUMMARY OF GENERAL STRIKE DATA, SEPTEMBER, 1974 - JUNE, 1975

School District (County)	Organization[a] Initiating Strike (Affiliation)	First Day of Strike	Last[b] Day of Strike	Total No. of Scheduled Teaching Days Lost	Estimated[c] No. of Employees Participating at Any Time	Contract Status
Monroe Township (Gloucester)	Monroe Township Ed. Assn. (NEA)	Tues. 9/10/74	Tues. 9/10/74	1	180	Previous contract expired; teachers working without new one
Long Branch (Monmouth)	Long Branch Ed. Assn. (NEA)	Tues. 10/22/74	Mon. 11/4/74	10	340	Previous contract expires; teachers working without new one

[a]NEA designation also applies to striking professional associations not officially chartered by the NEA at the time of the work stoppage.

[b]Denotes last scheduled school day affected by strike

[c]Figures are approximate only and may not represent sustained teacher participation throughout the work stoppage.

TABLE 16-Continued

School District (County)	Organization[a] Initiating Strike (Affiliation)	First Day of Strike	Last[b] Day of Strike	Total No. of Scheduled Teaching Days Lost	Estimated[c] No. of Employees Participating at Any Time	Contract Status
Ocean Township (Monmouth)	Ocean Township Teachers Assn. (NEA)	Wed. 2/12/75	Wed. 2/12/75	1	275	During negotiations for future contract while present contract was in force
Manalapan-Englishtown (Monmouth)	Manalapan-Englishtown Ed. Assn. (NEA)	Tues. 5/6/75	Tues. 5/6/75	1	140	During negotiations for future contract while present contract was in force
Newark (Essex)	Wildcat	Fri. 5/2/75	Tues. 5/13/75	8	1000	During term of contract; change in contract terms not involved.

[a]NEA designation also applies to striking professional associations not officially chartered by the NEA at the time of the work stoppage.

[b]Denotes last scheduled school day affected by strike.

[c]Figures are approximate only and may not represent sustained teacher participation throughout the work stoppage.

TABLE 17

SUMMARY OF ISSUES PRECIPITATING THE WITHHOLDING OF SERVICES

SEPTEMBER, 1974 - JUNE, 1975

Issues Precipitating the Withholding of Services	Struck School District				
	Monroe Township	Long Branch	Ocean Township	Manalapan-Englishtown	Newark
Salary and fringe benefits					
Salary	KI	KI	KI	KI	
Fringe benefits (paid leaves, insurance, health services, etc.)	SI	SI	SI	KI	
Working conditions					
Class size			KI	SI	
Building facilities				SI	
Length of school year		SI		SI	
Non-teaching assignments		SI		SI	
Teacher participation in curricular decisions				KI	
Supplies, equipment, textbooks				SI	
Negotiation					
Conflict in determining organization to represent majority of teachers					
Negotiation procedures inadequate and/or needed				KI	

Legend: KI - Key Issue
SI - Subordinate Issue

TABLE 17A

SUMMARY OF ISSUES PRECIPITATING THE WITHHOLDING OF SERVICES

SEPTEMBER, 1974 - JUNE, 1975

Issues Precipitating the Withholding of Services	Struck School District				
	Monroe Township	Long Branch	Ocean Township	Manalapan-Englishtown	Newark
Grievance procedures inadequate and/or needed	KI			KI	
Board refuses to recognize an organization to represent majority of teachers					
Board refuses to meet with recognized teacher organization					
Board meets with, but refuses to negotiate with recognized teacher organization					
Third-party impasse resolution recommendations not accepted by one or both parties (board, teachers)	SI (teachers)				
Other					
Inadequate local tax effort		KI			
Reduction in and/or insufficient planned school expenditure		SI			
Other (please specify)	KI[a]				KI[b]

Legend: KI - Key Issue
SI - Subordinate Issue

[a] Extra-curricular.

[b] Threatened dismissal of 900 teachers and other school employees.

TABLE 18

SUMMARY OF GENERAL STRIKE DATA, SEPTEMBER, 1975 - JUNE, 1976

School District (County)	Organization[a] Initiating Strike (Affiliation)	First Day of Strike	Last[b] Day of Strike	Total No. of Scheduled Teaching Days Lost	Estimated[c] No. of Employees Participating at Any Time	Contract Status
Matawan Regional (Monmouth)	Matawan Regional Teachers Assn. (NEA)	Wed. 9/3/75	Wed. 9/3/75	2 hours	470	Previous contract expired; teachers working without new one.
Lakeland Regional (Passaic)	Lakeland Regional H.S. Teachers Assn. (NEA)	Wed. 9/3/75	Fri. 9/5/75	3	75	Previous contract expired; teachers working without new one.
Hoboken (Hudson)	Hoboken Teachers Assn. (NEA)	Thurs. 9/4/75	Wed. 10/8/75	25	433	Previous contract expired; teachers working without new one.

[a] NEA designation also applies to striking professional associations not officially chartered by the NEA at the time of the work stoppage.

[b] Denotes last scheduled school day affected by strike.

[c] Figures are approximate only and may not represent sustained teacher participation throughout the work stoppage.

TABLE 18-Continued

School District (County)	Organization[a] Initiating Strike (Affiliation)	First Day of Strike	Last[b] Day of Strike	Total No. of Scheduled Teaching Days Lost	Estimated[c] No. of Employees Participating at Any Time	Contract Status
Secaucus (Hudson)	Secaucus Ed. Assn. (NEA)	Fri. 9/5/75	Fri. 9/5/75	1	134	Previous contract expired; teachers working without new one.
Boonton (Morris)	Boonton Ed. Assn. (NEA)	Fri. 9/5/75	Mon. 9/8/75	2	130	Previous contract expired; teachers working without new one.
Englewood (Bergen)	Englewood Teachers Assn. (NEA)	Mon. 9/8/75	Fri. 9/19/75	9	400	Previous contract expired; teachers working without new one.

[a]NEA designation also applies to striking professional associations not officially chartered by the NEA at the time of the work stoppage.

[b]Denotes last scheduled school day affected by strike.

[c]Figures are approximate only and may not represent sustained teacher participation throughout the work stoppage.

153

TABLE 18-Continued

School District (County)	Organization[a] Initiating Strike (Affiliation)	First Day of Strike	Last[b] Day of Strike	Total No. of Scheduled Teaching Days Lost	Estimated[c] No. of Employees Participating at Any Time	Contract Status
Manchester (Passaic)	Manchester Ed. Assn. (NEA)	Tues. 9/9/75	Thurs. 9/11/75	3	70	Previous contract expired; teachers working without new one.
Hawthorne (Passaic)	Hawthorne Teachers Assn. (NEA)	Tues. 9/16/75	Thurs. 9/18/75	3	196	Previous contract expired; teachers working without new one.
Parsippany-Troy Hills (Morris)	Parsippany-Troy Hills Ed. Assn. (NEA)	Wed. 9/17/75	Wed. 10/1/75	11	765	Previous contract expired; teachers working without new one.

[a]NEA designation also applies to striking professional associations not officially chartered by the NEA at the time of the work stoppage.

[b]Denotes last scheduled school day affected by strike.

[c]Figures are approximate only and may not represent sustained teacher participation throughout the work stoppage.

TABLE 18-Continued

School District (County)	Organization[a] Initiating Strike (Affiliation)	First Day of Strike	Last[b] Day of Strike	Total No. of Scheduled Teaching Days Lost	Estimated[c] No. of Employees Participating at Any Time	Contract Status
Howell Township (Monmouth)	Howell Township Ed. Assn. (NEA)	Fri. 10/3/75	Tues. 10/14/75	6	242	Previous contract expired; teachers working without new one.
Elizabeth (Union)	Elizabeth Ed. Assn. (NEA)	Mon. 10/6/75	Wed. 10/22/75	11	980	Previous Contract expired; teachers working without new one.
River Dell (Bergen)	River Dell Ed. Assn. (NEA)	Mon. 10/6/75	Fri. 10/17/75	10	170	Previous contract expired; teachers working without new one.

[a]NEA designation also applies to striking professional associations not officially chartered by the NEA at the time of the work stoppage.

[b]Denotes last scheduled school day affected by strike.

[c]Figures are approximate only and may not represent sustained teacher participation throughout the work stoppage.

TABLE 18-Continued

School District (County)	Organization[a] Initiating Strike (Affiliation)	First Day of Strike	Last[b] Day of Strike	Total No. of Scheduled Teaching Days Lost	Estimated[c] No. of Employees Participating at Any time	Contract Status
Hunterdon Central (Hunterdon)	Hunterdon Central Teachers Assn. (NEA)	Fri. 10/17/75	Fri. 10/17/75	1	148	Previous contract expired; teachers working without new one.
Tinton Falls (Monmouth)	Tinton Falls Ed. Assn. (NEA)	Wed. 12/10/75	Wed. 12/10/75	1	81	Previous contract expired; teachers working without new one.
Newark (Essex)	Newark Teachers Union (AFT)	Schools closed-snow day 2/2/76	2/6/76	4	4000	Previous contract expired; teachers working without new one.

[a]NEA designation also applies to striking professional associations not officially chartered by the NEA at the time of the work stoppage.

[b]Denotes last scheduled school day affected by strike.

[c]Figures are approximate only and may not represent sustained teacher participation throughout the work stoppage.

TABLE 19

SUMMARY OF ISSUES PRECIPITATING THE WITHHOLDING OF SERVICES

SEPTEMBER, 1975 - JUNE, 1976

Issues Precipitating the Withholding of Services	Struck School District									
	Matawan Regional	Lakeland Regional	Hoboken	Secaucus	Boonton	Englewood	Manchester	Hawthorne	Parsippany-Troy Hills
Salary and fringe benefits									
Salary	KI		KI	KI	KI			KI	KI
Fringe benefits (paid leaves, insurance, health services. etc.)	KI		KI		KI	KI	SI		
Working conditions									
Class size			KI			SI			
Building facilities		KI							
Length of school year	KI	KI			SI				
Non-teaching assignments		KI	KI			SI			KI
Teacher participation in curricular decisions					SI				KI
Supplies, equipment, textbooks									
Negotiation									
Conflict in determining organization to represent majority of teachers									
Negotiation procedures inadequate and/or needed		SI	KI				KI		

Legend: KI - Key Issue
SI - Subordinate Issue

TABLE 19-Continued

Issues Precipitating the Withholding of Services	Struck School District					
	Howell Township	Elizabeth	River Dell	Hunterdon Central	Tinton Falls	Newark
Salary and fringe benefits						
Salary	SI	KI	SI	KI	KI	KI
Fringe benefits (paid leaves, insurance, health services.,etc.	SI	KI	SI	KI	KI	
Working conditions						
Class size	SI					
Building facilities						
Length of school year						
Non-teaching assignments						
Teacher participation in curricular decisions					SI	
Supplies, equipment, textbooks						
Negotiation						
Conflict in determining organization to represent majority of teachers						
Negotiation procedures inadequate and/or needed						

Legend: KI - Key Issue
SI - Subordinate Issue

TABLE 19A

SUMMARY OF ISSUES PRECIPITATING THE WITHHOLDING OF SERVICES

SEPTEMBER, 1975 - JUNE, 1976

Issues Precipitating the Withholding of Services	Matawan Regional	Lakeland Regional	Struck School District: Hoboken	Secaucus	Boonton	Englewood	Manchester	Hawthorne	Parsippany-Troy Hills
Grievance procedures inadequate and/or needed		KI					KI		
Board refuses to recognize an organization to represent majority of teachers									
Board refuses to meet with recognized teacher organization						SI			
Board meets with, but refuses to negotiate with recognized teacher organization			KI						
Third-party impasse resolution recommendations not accepted by one or both parties (board, teachers)			KI	KI	KI	KI		KI	KI
Other									
Inadequate local tax effort					KI			SI	
Reduction in and/or insufficient planned school expenditure			KI		KI			SI	KI
Other (please specify)				KI[a]	KI[b]	KI[c]			

Legend: KI - Key Issue
SI - Subordinate Issue

[a] Length of school day and teaching hours in high school.
[b] Budget mismanagement by school board.
[c] Reduction in force and past practice clause.

TABLE 19A-Continued

Issues Precipitating the Withholding of Services	Struck School District					
	Howell Township	Elizabeth	River Dell	Hunterdon Central	Tinton Falls	Newark
Grievance procedures inadequate and/or needed						
Board refuses to recognize an organization to represent majority of teachers	-					
Board refuses to meet with recognized teacher organization						
Board meets with, but refuses to negotiate with recognized teacher organization						
Third-party impasse resolution recommendations not accepted by one or both parties (board, teachers)	KI			KI		
Other						
Inadequate local tax effort						
Reduction in and/or insufficient planned school expenditure						
Other (please specify)	KI[a]	KI[b]			KI[c]	

Legend: KI - Key Issue
SI - Subordinate Issue

[a] Board seeking to eliminate teacher rights (i.e. grievance procedure)
[b] Board seeking to eliminate teacher rights.
[c] Negotiability of school calendar.

TABLE 20

SUMMARY OF GENERAL STRIKE DATA, SEPTEMBER, 1976 - JUNE, 1977

School District (County)	Organization[a] Initiating Strike (Affiliation)	First Day of Strike	Last[b] Day of Strike	Total No. of Scheduled Teaching Days Lost	Estimated[c] No. of Employees Participating at Any Time	Contract Status
Bayonne (Hudson)	Bayonne Federation of Teachers (AFT)	Wed. 9/8/76	Tues. 9/14/76	5	500	Previous contract expired; teachers working without new one.
Jersey City (Hudson)	Jersey City Ed. Assn. (NEA)	Wed. 9/8/76	Mon. 9/13/76	4	2300	Previous contract expired; teachers working without new one.
Garfield (Bergen)	Garfield Ed. Assn. (NEA)	Thurs. 9/16/76	Mon. 9/20/76	3	205	Previous contract expired; teachers working without new one.

[a] NEA designation also applies to striking professional associations not officially chartered by the NEA at the time of the work stoppage.

[b] Denotes last scheduled school day affected by strike.

[c] Figures are approximate only and may not represent sustained teacher participation throughout the work stoppage.

TABLE 20-Continued

School District (County)	Organization[a] Initiating Strike (Affiliation)	First Day of Strike	Last[b] Day of Strike	Total No. of Scheduled Teaching Days Lost	Estimated[c] No. of Employees Participating at Any Time	Contract Status
Middle Township (Cape May)	Middle Township Ed. Assn. (NEA)	Fri. 9/17/76	Fri. 9/17/76	1	132	Previous contract expired; teachers working without new one.
Cliffside Park (Bergen)	Cliffside Park Ed. Assn. (NEA)	Mon. 9/20/76	Tues. 9/21/76	2	155	Previous contract expired; teachers working without new one.
Carlstadt-East Rutherford Regional (Bergen)	Becton Ed. Assn. (NEA)	Wed. 10/4/76	Fri. 10/6/76	3	53	Previous contract expired; teachers working without new one.

[a] NEA designation also applies to striking professional associations not officially chartered by the NEA at the time of the work stoppage.

[b] Denotes last scheduled school day affected by strike.

[c] Figures are approximate only and may not represent sustained teacher participation throughout the work stoppage.

TABLE 20-Continued

School District (County)	Organization[a] Initiating Strike (Affiliation)	First Day of Strike	Last[b] Day of Strike	Total No. of Scheduled Teaching Days Lost	Estimated[c] No. of Employees Partici-pating at Any Time	Contract Status
Paterson (Passaic)	Paterson Ed. Assn. (NEA)	Fri. 10/8/76	Fri. 10/8/76	1	1300	Previous contract expired; teachers working without new one.
Cherry Hill (Camden)	Cherry Hill Ed. Assn. (NEA)	Mon. 10/18/76	Wed. 10/27/76	8	1101	Previous contract expired; teachers working without new one.
Westwood (Bergen)	Westwood Ed. Assn. (NEA)	Mon. 10/18/76	Fri. 10/22/76	5	240	Previous contract expired; teachers working without new one.

[a] NEA designation also applies to striking professional associations not officially chartered by the NEA at the time of the work stoppage.

[b] Denotes last scheduled school day affected by strike.

[c] Figures are approximate only and may not represent sustained teacher participation throughout the work stoppage.

TABLE 20-Continued

School District (County)	Organization[a] Initiating Strike (Affiliation)	First Day of Strike	Last[b] Day of Strike	Total No. of Scheduled Teaching Days Lost	Estimated[c] No. of Employees Partici-pating at Any Time	Contract Status
Passaic Valley Regional H.S. (Passaic)	Passaic Valley Ed. Assn. (NEA)	Tues. 11/2/76	Mon. 11/8/76	3	118	Previous contract expired; teachers working without new one.
Watchung Hills Regional (Somerset)	Watchung Hills Ed. Assn. (NEA)	Tues. 11/2/76	Tues. 11/2/76	1	120	During negotia-tions for future contract while present contract was in force.
South Brunswick (Middlesex)	Coalition of South Bruns-wick Employees (No affiliation)	Mon. 1/3/77	Mon. 1/24/77	14	450	Previous contract expired; teachers working without new one.

[a]NEA designation also applies to striking professional associations not officially chartered by the NEA at the time of the work stoppage.

[b]Denotes last scheduled school day affected by strike.

[c]Figures are approximate only and may not represent sustained teacher participation throughout the work stoppage.

TABLE 20-Continued

School District (County)	Organization[a] Initiating Strike (Affiliation)	First Day of Strike	Last[b] Day of Strike	Total No. of Scheduled Teaching Days Lost	Estimated[c] No. of Employees Participating at Any Time	Contract Status
Absecon (Atlantic)	Absecon Teachers Assn. (NEA)	Wed. 1/5/77	Thurs. 1/6/77	2	56	Previous contract expired; teachers working without new one.
Garwood (Union)	Garwood Teachers Assn. (NEA)	Wed. 1/12/77	Wed. 1/12/77	1	20	Previous contract expired; teachers working without new one.
Gloucester City (Camden)	H.S. Members of Gloucester City Teachers Assn. (NEA)	Tues. 3/1/77	Fri. 3/4/77	4	100	Previous contract expired; teachers working without new one.
Warren Co. Voca. & Tech. (Warren)	Warren Co. Voca.-Tech. Ed. Assn. (NEA)	Tues. 5/3/77	Tues. 5/3/77	1	37	During term of contract; change in contract terms not involved.

[a]NEA designation also applies to striking processional associations not officially chartered by the NEA at the time of the work stoppage.
[b]Denotes last scheduled school day affected by strike.
[c]Figures are approximate only and may not represent sustained teacher participation throughout the work stoppage.

TABLE 21

SUMMARY OF ISSUES PRECIPITATING THE WITHHOLDING OF SERVICES

September, 1976 - June, 1977

Issues Precipitating the Withholding of Services	Struck School District								
	Bayonne	Jersey City	Garfield	Middle Township	Cliffside Park	Carlstadt-East Rutherford Regional	Paterson	Cherry Hill
Salary and fringe benefits								
Salary	KI	KI	KI	KI	KI	SI		KI
Fringe benefits (paid leaves, insurance, health services, etc.)		KI	SI	KI	KI	SI	KI	KI
Working conditions								
Class size	SI			SI				
Building facilities								
Length of school year		KI			SI			
Non-teaching assignments	KI	KI		KI	SI			
Teacher participation in curricular decisions								
Supplies, equipment, textbooks								
Negotiation								
Conflict in determining organization to represent majority of teachers								
Negotiation procedures inadequate and/or needed	KI				SI			

Legend: KI - Key Issue
SI - Subordinate Issue

TABLE 21-Continued

Issues Precipitating the Withholding of Services	Westwood	Passaic Valley Regional H.S.	Struck School District: Watchung Hills Regional	South Brunswick	Absecon	Garwood	Gloucester City	Warren Co. Voca.-Tech.
Salary and fringe benefits								
Salary	SI		KI	KI	SI	KI		
Fringe benefits (paid leaves, insurance, health services, etc.	SI		KI	KI		SI	KI	
Working conditions								
Class size								
Building facilities						SI		
Length of school year			SI	–	SI	KI		
Non-teaching assignments		KI	SI			KI		
Teacher participation in curricular decisions								
Supplies, equipment, textbooks						SI		
Negotiation								
Conflict in determining organization to represent majority of teachers								
Negotiation procedures inadequate and/or needed					KI			

Legend: KI - Key Issue
SI - Subordinate Issue

TABLE 21A

SUMMARY OF ISSUES PRECIPITATING THE WITHHOLDING OF SERVICES

SEPTEMBER 1976 - JUNE, 1977

Issues Precipitating the Withholding of Services	Struck School District									
	Bayonne	Jersey City	Garfield	Middle Township	Cliffside Park	Carlstadt-East Rutherford Regional	Paterson	Cherry Hill		
Grievance procedures inadequate and/or needed										
Board refuses to recognize an organization to represent majority of teachers										
Board refuses to meet with recognized teacher organization										
Board meets with, but refuses to negotiate with recognized teacher organization				SI						
Third-party impasse resolution recommendations not accepted by one or both parties (board, teachers)		KI	KI	KI	KI					
Other										
Inadequate local tax effort		KI		SI						
Reduction in and/or insufficient planned school expenditure		KI		SI	SI					
Other (please specify)			KI[a]	KI[b]		KI[c]		KI[d]		

Legend: KI - Key Issue
SI - Subordinate Issue

[a] Length of lunch hour (elem. schools)
[b] Extracurricular pay scale
[c] Board reneged on previously agreed upon memorandum of agreement
[d] Lunch period

TABLE 21A-Continued

Issues Precipitating the Withholding of Services	Struck School District									
	Westwood	Passaic Valley Regional H.S.	Watchung Hills Regional	South Brunswick	Absecon	Garwood	Gloucester City	Warren Co. Voca.-Tech.		
Grievance procedures inadequate and/or needed	KI					KI				
Board refuses to recognize an organization to represent majority of teachers										
Board refuses to meet with recognized teacher organization										
Board meets with, but refuses to negotiate with recognized teacher organization					KI					
Third-party impasse resolution recommendations not accepted by one or both parties (board, teachers)	KI			KI	KI	KI				
Other										
Inadequate local tax effort						SI				
Reduction in and/or insufficient planned school expenditure						SI				
Other (please specify)			KI[a]	KI[b]				KI[c]		

Legend: KI - Key Issue
SI - Subordinate Issue

[a] Refusal to settle contract before budget adoption by board of education.
[b] Caps
[c] Lack of due process to three members.

TABLE 22

SUMMARY OF GENERAL STRIKE DATA, SEPTEMBER, 1977 - JUNE, 1978

School District (County)	Organization[a] Initiating Strike (Affiliation)	First Day of Strike	Last[b] Day of Strike	Total No. of Scheduled Teaching Days Lost	Estimated[c] No. of Employees Participating at Any Time	Contract Status
Woodstown-Pilesgrove (Salem)	Woodstown-Pilesgrove Reg. Ed. Assn. (NEA)	Thurs. 9/1/77	Thurs. 9/1/77	1	65	Previous contract expired; teachers working without new one.
Belvidere (Warren)	Belvidere Ed. Assn. (NEA)	Tues. 9/6/77	Tues. 9/6/77	1	65	Previous contract expired; teachers working without new one.
Bridgewater-Raritan (Somerset)	Bridgewater-Raritan Ed. Assn. (NEA)	Thurs. 9/8/77	Fri. 9/9/77	2	565	Previous contract expired; teachers working without new one.
Green Brook (Somerset)	Green Brook Ed. Assn. (NEA)	Fri. 9/9/77	Fri. 9/16.77	6	80	Previous contract expired; teachers working without new one.

[a] NEA designation also applies to striking professional associations not officially chartered by the NEA at the time of the work stoppage.

[b] Denotes last scheduled school day affected by strike.

[c] Figures are approximate only and may not represent sustained teacher participation throughout the work stoppage.

TABLE 22-Continued

School District (County)	Organization[a] Initiating Strike (Affiliation)	First Day of Strike	Last[b] Day of Strike	Total No. of Scheduled Teaching Days Lost	Estimated[c] No. of Employees Participating at Any Time	Contract Status
Manalapan-Englishtown (Monmouth)	Manalapan-Englishtown Ed. Assn (NEA)	Mon. 9/12/77	Mon. 9/12/77	1	184	Previous contract expired; teachers working without new one.
Matawan Regional (Monmouth)	Matawan Reg. Teachers Assn.	Fri. 9/16/77	Tues. 10/11/77	16	465	Previous contract expired; teachers working without new one.
Kingwood Township (Hunterdon)	Kingwood Township Ed. Assn.	Mon. 10/24/77	Mon. 10/24/77	1	23	Previous contract expired; teachers working without new one.

[a]NEA designation also applies to striking professional associations not officially chartered by the NEA at the time of the work stoppage.

[b]Denotes last scheduled school day affected by strike.

[c]Figures are approximate only and may not represent sustained teacher participation throughout the work stoppage.

TABLE 22-Continued

School District (County	Organization[a] Initiating Strike (Affiliation)	First Day of Strike	Last[b] Day of Strike	Total No. of Scheduled Teaching Days Lost	Estimated No. of Employees Partici-pating at Any Time	Contract Status
Willingboro (Burlington)	Employees Assn. of Willingboro (NEA)	Fri. 11/4/77	Tues. 12/4/77	17	1180	Previous contract expired; teachers working without new one.
Fairview (Bergen)	Fairview Ed. Assn. (NEA)	Mon. 11/7/77	Mon. 11/14/77	2	48	Previous contract expired; teachers working without new one.
Holland Township (Hunterdon)	Holland Township Ed. Assn. (NEA)	Tues. 11/8/77	Tues. 11/8/77	1	50	Previous contract expired; teachers working without new one.

[a] NEA designation also applies to striking professional associations not officially chartered by the NEA at the time of the work stoppage.

[b] Denotes last scheduled school day affected by strike.

[c] Figures are approximate only and may not represent sustained teacher participation throughout the work stoppage.

TABLE 22-Continued

School District (County)	Organization[a] Initiating Strike (Affiliation)	First Day of Strike	Last[b] Day of Strike	Total No. of Scheduled Teaching Days Lost	Estimated[c] No. of Employees Participating at Any Time	Contract Status
Tenafly (Bergen)	Tenafly Teachers Assn. (NEA)	Tues. 11/8/77	Tues. 11/8/77	1	220	Previous contract expired; teachers working without new one.
North Hanover (Burlington)	North Hanover Township Ed. Assn. (NEA)	Thurs. 1/5/78	Thurs. 1/12/78	6	85	Previous contract expired; teachers working without new one.
Lavallette (Ocean)	Lavallette Teachers Assn. (NEA & AFT)	Mon. 1/16/78	Mon. 1/16/78	1	15	Previous contract expired; teachers working without new one.

[a] NEA designation also applies to striking professional associations not officially chartered by the NEA at the time of the work stoppage.

[b] Denotes last scheduled school day affected by strike.

[c] Figures are approximate only and may not represent sustained teacher participation throughout the work stoppage.

TABLE 23

SUMMARY OF ISSUES PRECIPITATING THE WITHHOLDING OF SERVICES

September, 1977 - June, 1978

Issues Precipitating the withholding of services	Struck School District							
	Woodstown-Pilesgrove	Belvidere	Bridgewater-Raritan	Green Brook	Manalapan-Englishtown	Matawan Regional	Kingwood Township
Salary and fringe benefits							
Salary		KI	KI	KI	KI	KI	KI
Fringe benefits (paid leaves, insurance, health services, etc.)		KI	KI	KI	KI	KI	KI
Working conditions							
Class size							KI
Building facilities						SI	
Length of school year	KI					SI	KI
Non-teaching assignments		KI					
Teaching participation in curricular decisions							
Supplies, equipment, textbooks							
Negotiation							
Conflict in determining organization to represent majority of teachers							
Negotiation procedures inadequate and/or needed							

Legend: KI - Key Issue
SI - Subordinate Issue

TABLE 23-Continued

Issues Precipitating the withholding of services	Struck School District					
	Willingboro	Fairview	Holland Township	Tenafly	North Hanover	Lavallette
Salary and fringe benefits						
Salary	KI	KI	KI	KI	KI	KI
Fringe benefits (paid leaves, insurance, health service, etc.)	KI	SI	KI	KI	KI	KI
Working conditions						
Class size						
Building facilities						
Length of school year		SI				
Non-teaching assignments						
Teaching participation in curricular decisions	KI	SI		KI	KI	
Supplies, equipment, textbooks						
Negotiation						
Conflict in determining organization to represent majority of teachers						
Negotiation procedures inadequate and/or needed						

Legend: KI - Key Issue
SI - Subordinate Issue

TABLE 23A-Continued

Issues Precipitating the Withholding of Services	Struck School District							
	Woodstown Pilesgrove	Belvidere	Bridgewater-Raritan	Green Brook	Manalapan-Englishtown	Matawan Regional	Kingwood Township
Grievance procedures inadequate and/or needed			KI	KI			
Board refuses to recognize an organization to represent majority of teachers.							
Board refuses to meet with recognized teacher organization							SI
Board meets with, but refuses to negotiate with recognized teacher organization						SI	
Third-party impasse resolution recommendations not accepted by one or both parties (board, teachers)		KI					
Other							
Inadequate local tax effort							
Reduction in and/or insufficient planned school expenditure							KI
Other (please specify)							KI[a]

Legend: KI - Key Issue
SI - Subordinate Issue

[a]Lunch hour, continuing education, personal days

TABLE 23A

SUMMARY OF ISSUES PRECIPITATING THE WITHHOLDING OF SERVICES

September, 1977 - June, 1978

Issues Precipitating the withholding of services	Willingboro	Struck School District: Fairview	Holland Township	Tenafly	Woodstown-Pilesgrove	North Hanover	Lavallette
Grievance procedures inadequate and/or needed							
Board refuses to recognize an organization to represent majority of teachers.							
Board refuses to meet with recognized teacher organization							
Board meets with, but refuses to negotiate with recognized teacher organization							
Third-party impasse resolution recommendations not accepted by one or both parties (board, teachers)	KI	KI				KI	
Other							
Inadequate local tax effort		KI				SI	SI
Reduction in and/or insufficient planned school expenditure							
Other (please specify)							

Legend: KI - Key Issue
SI - Subordinate Issue

TABLE 24

SUMMARY OF GENERAL STRIKE DATA, SEPTEMBER, 1978 - JUNE, 1979

School District (County)	Organization[a] Initiating Strike (Affiliation)	First Day of Strike	Last[b] Day of Strike	Total No. of Scheduled Teaching Days Lost	Estimated[c] No. of Employees Participating at Any Time	Contract Status
Somerset Co. Voc. Tech. (Somerset)	Somerset Co. Voc. Tech. Ed. Assn. (NEA)	Wed. 9/6/78	Tues. 9/12/78	5	78	Previous contract expired; teachers working without new one.
Belvidere (Warren)	Belvidere Ed. Assn. (NEA)	Wed. 9/6/78	Fri. 9/8/78	3	76	Previous contract expired; teachers working without new one.
So. Orange-Maplewood (Essex)	So. Orange Maplewood Ed. Assn. (NEA)	Mon. 9/18/78	Tues. 9/19/78	2	400	Previous contract expired; teachers working without new one.
Westfield (Union)	Westfield Ed. Assn. (NEA)	Thurs. 9/21/78	Fri. 9/22/78	2	444	Previous contract expired teachers working without new one.

[a] NEA designation also applies to striking professional associations not officially chartered by the NEA at the time of the work stoppage.

[b] Denotes last scheduled school day affected by strike.

[c] Figures are approximate only and may not represent sustained teacher participation throughout the work stoppage.

295

TABLE 24 Continued

SUMMARY OF GENERAL STRIKE DATA, SEPTEMBER, 1978 - JUNE, 1979

School District (County)	Organization[a] Initiating Strike (Affiliation)	First Day of Strike	Last[b] Day of Strike	Total No. of Scheduled Teaching Days Lost	Estimated[c] No. of Employees Participating at Any Time	Contract Status
Black Horse Pike Reg. (Camden	Black Horse Pike Ed. Assn. (NEA)	Thurs. 9/21/78	Mon. 9/25/78	3	200	Previous contract expired; teachers working without new one.
Hills-borough (Somerset)	Hillsborough Ed. Assn. (NEA)	Fri. 10/6/78	Mon. 10/16/78	7	360	Previous contract expired; teachers working without new one.
Camden (Camden)	Camden Ed. Assn. (NEA)	Fri. 10/6/78	Fri. 11/3/78	17	1800	Previous contract expired teachers working without new one.

[a] NEA designation also applies to striking professional associations not officially chartered by the NEA at the time of the work stoppage.

[b] Denotes last scheduled school day affected by strike.

[c] Figures are approximate only and may not represent sustained teacher participation throughout the work stoppage.

TABLE 2 Continued

SUMMARY OF GENERAL STRIKE DATA, SEPTEMBER, 1978 - JUNE, 1979

School District (County	Organization[a] Initiating Strike (Affiliation)	First Day of Strike	Last[b] Day of Strike	Total No. of Scheduled Teaching Days Lost	Estimated[c] No. of Employees Participating at Any Time	Contract Status
Lodi (Bergen)	Lodi Ed. Assn. and Lodi Non-Certified Personnel Assn. (NEA)	Mon. 10/16/78	Thurs 10/19/78	4	235	Previous contract expired; teachers working without new one
Plainfield (Union)	Plainfield Ed. Assn. (NEA)	Wed. 11/8/78	Wed. 11/22/78	11	553	Previous contract expired; teachers working without new one.
Hacketts-town (Warren)	Hackettstown Ed. Assn. (NEA)	Mon. 11/13/78	Mon. 11/13/78	1	218	Previous contract expired; teachers working without new one.

[a] NEA designation also applies to striking professional associations not officially chartered by the NEA at the time of the work stoppage.

[b] Denotes last scheduled school day affected by strike.

[c] Figures are approximate only and may not represent sustained teacher participation throughout the work stoppage.

TABLE 24 Continued

SUMMARY OF GENERAL STRIKE DATA, SEPTEMBER, 1978 - JUNE, 1979

School District (County)	Organization[a] Initiating Strike (Affiliation)	First Day of Strike	Last[b] Day of Strike	Total No. of Scheduled Teaching Days Lost	Estimated[c] No. of Employees Partici-pating at Any Time	Contract Status
Bradley Beach (Monmouth)	Bradley Beach Ed. Assn. (NEA)	Fri. 1/5/79	Fri. 1/5/79	1	35	Previous contract expired; teachers working without new one.
Newark (Essex)	Newark Teachers Union (AFT)	Wed. 1/10/79	Wed. 1/10/79	1	3500	During term of contract; change in contract terms not involved.
Mount Olive (Morris)	Mount Olive Ed. Assn. (NEA)	Thurs. 5/3/79	Mon. 5/7/79	4	286	Previous contract expired; teachers working without new one.

[a] NEA designation also applies to striking professional associations not officially chartered by the NEA at the time of the work stoppage.

[b] Denotes last scheduled school day affected by strike.

[c] Figures are approximate only and may not represent sustained teacher participation throughout the work stoppage.

TABLE 25

SUMMARY OF ISSUES PRECIPITATING THE WITHHOLDING OF SERVICES

September, 1978 - June, 1979

Issues Precipitating the Withholding of Services	Somerset Co. Voc. Tech.	Belvidere	So. Orange-Maplewood	Struck School District: Westfield	Black Horse Pike Reg.	Hillsborough	Camden	Lodi	Plainfield	Hackettstown	Bradley Beach	Newark	Mount Olive
Salary and fringe benefits													
Salary	KI	KI	KI	KI	KI	KI	KI	KI	KI	KI	KI		KI
Fringe benefits (paid leaves, insurance, health services, etc.)	KI	KI	SI	KI	KI	KI	KI	KI	KI	KI			
Working Conditions													
Class size			SI										
Building facilities					SI								
Length of school year			SI	SI									SI
Non-teaching assignments	KI			SI	KI			KI	KI				SI
Teacher participation in curricular decisions					KI		KI						
Supplies, equipment, textbooks													
Negotiation													
Conflict in determining organization to represent majority of teachers							KI						
Negotiation procedures inadequate and/or needed					SI								

Legend: KI - Key Issue
SI - Subordinate Issue

TABLE 25A

SUMMARY OF ISSUES PRECIPITATING THE WITHHOLDING OF SERVICES

September, 1978 - June, 1979

Issues Precipitating the Withholding of Services	Struck School District													
	Somerset Co. Voc. Tech.	Belvidere	So. Orange-Maplewood	Westfield	Black Horse Pike Reg.	Hillsborough	Camden	Lodi	Plainfield	Hackettstown	Bradley Beach	Newark	Mount Olive
Grievance procedures inadequate and/or needed	KI		KI	KI	KI			KI		KI			
Board refuses to recognize an organization to represent majority of teachers													
Board refuses to meet with recognized teacher organization					SI		KI						
Board meets with, but refuses to negotiate with recognized teacher organization					SI								
Third-party impasse resolution recommendations not accepted by one or both parties (board, teachers)		KI	KI	KI						KI			
Other													
Inadequate local tax effort				SI									KI
Reduction in and/or insufficient planned school expenditure				SI									
Other (specify)			KI[a]		KI[b]						KI[c]	KI[d]	

Legend: KI - Key Issue
SI - Subordinate Issue

[a] Board attitude toward organization.
[b] Failure by board of education to negotiate 76-78 agreement after ratification by local association failed to pass.
[c] Binding arbitration. [d] Threatened layoffs.

213

TABLE 26

SUMMARY OF GENERAL STRIKE DATA, SEPTEMBER, 1979 - JUNE, 1980

School District (County)	Organization[a] Initiating Strike (Affiliation)	First Day of Strike	Last[b] Day of Strike	Total No. of Scheduled Teaching Days Lost	Estimated[c] No. of Employees Participating at Any Time	Contract Status
Woodbridge (Middlesex)	Woodbridge Twp. Fed. of Teachers (AFT)	Tues. 9/4/79	Fri. 9/14/79	9	950	Previous contract expired; teachers working without new one.
Perth Amboy (Middlesex)	Perth Amboy Fed. of Teachers (AFT)	Wed. 9/5/79	Mon. 9/24/79	14	490	Previous contract expired; teachers working without new one.
Paterson (Passaic)	Paterson Ed. Assn. (NEA)	Wed. 9/5/79	Mon. 9/7/79	9	1625	Previous contract expired; teachers working without new one.

[a] NEA designation also applies to striking professional associations not officially chartered by the NEA at the time of the work stoppage.

[b] Denotes last scheduled school day affected by strike.

[c] Figures are approximate only and may not represent sustained teacher participation throughout the work stoppage.

TABLE 26 Continued

SUMMARY OF GENERAL STRIKE DATA, SEPTEMBER, 1979 - JUNE, 1980

School District (County)	Organization[a] Initiating Strike (Affiliation)	First Day of Strike	Last[b] Day of Strike	Total No. of Scheduled Teaching Days Lost	Estimated[c] No. of Employees Participating at Any Time	Contract Status
Morris (Morris)	Teachers Assn. of Morris (NEA)	Fri. 9/14/79	Fri. 9/28/79	11	440	Previous contract expired; teachers working without new one.
Sussex Voc. Tech. (Sussex)	Sussex Co. Voc. & Tech. H.S. Teachers Assn. (NEA)	Wed. 9/19/79	Tues. 10/2/79	10	100	Previous contract expired; teachers working without new one.
Morris Hills Reg. (Morris)	Morris Hills Ed. Assn. (NEA)	Thurs. 10/4/79	Fri. 10/5/79	2	198	Previous contract expired; teachers working without new one.

[a] NEA designation also applies to striking professional associations not officially chartered by the NEA at the time of the work stoppage.

[b] Denotes last scheduled school day affected by strike.

[c] Figures are approximate only and may not represent sustained teacher participation throughout the work stoppage.

TABLE 26 Continued

SUMMARY OF GENERAL STRIKE DATA, SEPTEMBER, 1979 - JUNE, 1980

School District (County)	Organization[a] Initiating Strike (Affiliation)	First Day of Strike	Last[b] Day of Strike	Total No. of Scheduled Teaching Days Lost	Estimated[c] No. of Employees Participating at Any Time	Contract Status
Glassboro (Gloucester)	Glassboro Ed. Assn. (NEA)	Fri. 10/5/79	Thurs. 10/11/79	4	189	Previous contract expired; teachers working without new one.
Upper Freehold (Monmouth)	Upper Freehold Ed. Assn. (NEA)	Fri. 10/19/79	Wed. 10/24/79	4	135	Previous contract expired; teachers working without new one.
Essex Co. Voc.& Tech. (Essex)	Essex Co. Voc. & Tech. Teachers Assn. (NEA)	Tues. 10/23/79	Tues. 11/20/79	17	250	Previous contract expired; teachers working without new one.

[a]NEA designation also applies to striking professional associations not officially chartered by the NEA at the time of the work stoppage.

[b]Denotes last scheduled school day affected by strike.

[c]Figures are approximate only and may not represent sustained teacher participation throughout the work stoppage.

TABLE 26 Continued

SUMMARY OF GENERAL STRIKE DATA, SEPTEMBER, 1979 - JUNE, 1980

School District (County)	Organization[a] Initiating Strike (Affiliation)	First Day of Strike	Last[b] Day of Strike	Total No. of Scheduled Teaching Days Lost	Estimated[c] No. of Employees Participating at Any Time	Contract Status
Bloomfield (Essex)	Bloomfield Ed. Assn. (NEA)	Wed. 10/24/79	Fri. 10/26/79	3	443	Previous contract expired; teachers working without new one.
Haworth (Bergen)	Haworth Teachers Assn. (NEA)	Wed. 11/7/79	Thurs. 11/15/79	4	33	Previous contract expired; teachers working without new one.
Camden Co. Voc.& Tech. (Camden)	Camden Co. Voc. & Tech. Ed. Assn. (NEA)	Fri. 1/18/80	Thurs. 1/24/80	5	213	Previous contract expired; teachers working without new one.

[a] NEA designation also applies to striking professional associations not officially chartered by the NEA at the time of the work stoppage.

[b] Denotes last scheduled school day affected by strike.

[c] Figures are approximate only and may not represent sustained teacher participation throughout the work stoppage.

TABLE 26 Continued

SUMMARY OF GENERAL STRIKE DATA, SEPTEMBER, 1979 - JUNE, 1980

School District (County)	Organization[a] Initiating Strike (Affiliation)	First Day of Strike	Last[b] Day of Strike	Total No. of Scheduled Teaching Days Lost	Estimated[c] No. of Employees Participating at Any Time	Contract Status
Cranbury Township (Middlesex)	Cranbury Ed. Assn. (NEA)	Thurs. 2/14/80	Thurs. 2/14/80	1	13	Previous contract expired; teachers working without new one.
Hamilton Township (Mercer)	Hamilton Twp. Ed. Assn. (NEA)	Tues. 2/26/80	Wed. 2/26/80	2	300	Previous contract expired; teachers working without new one.
Penns Grove-Carney's Pt. Reg. (Salem)	Penns Grove-Carney's Pt. Reg. Ed. Assn. (NEA)	Thurs. 5/22/80	Thurs. 5/22/80	1	150	Previous contract expired; teachers working without new one.

[a] NEA designation also applies to striking professional associations not officially chartered by the NEA at the time of the work stoppage.

[b] Denotes last scheduled school day affected by strike.

[c] Figures are approximate only and may not represent sustained teacher participation throughout the work stoppage.

TABLE 26 Continued

SUMMARY OF GENERAL STRIKE DATA, SEPTEMBER, 1979 - June, 1980

School District (County)	Organization[a] Initiating Strike (Affiliation)	First Day of Strike	Last[b] Day of Strike	Total No. of Scheduled Teaching Days Lost	Estimated[c] No. of Employees Participating at Any Time	Contract Status
Lawnside (Camden)	Lawnside Teachers Assn. (NEA)	Wed. 5/19/80	Wed. 5/28/80	7	47	Previous contract expired; teachers working without new one.
East Brunswick (Middlesex)	East Brunswick Ed. Assn. (NEA)	Tues. 6/3/80 Thurs. 6/12/80	Tues. 6/3/80 Thurs. 6/12/80	2	200	During negotiations for future contract while present contract was in force.
Freehold Reg. (Monmouth)	Freehold Reg. Ed. Assn. (NEA)	Fri. 6/20/80	Fri. 6/20/80	1	600	During negotiations for future contract while present contract was in force.

[a] NEA designation also applies to striking professional associations not officially chartered by the NEA at the time of the work stoppage.

[b] Denotes last scheduled school day affected by strike.

[c] Figures are approximate only and may not represent sustained teacher participation throughout the work stoppage.

TABLE 27

SUMMARY OF ISSUES PRECIPITATING THE WITHHOLDING OF SERVICES

September, 1979 - June, 1980

Issues Precipitating the Withholding of Services	Woodbridge	Perth Amboy	Paterson	Morris	Struck School District: Sussex Co. Voc. & Tech	Struck School District: Morris Hills Reg.	Struck School District: Glassboro	Struck School District: Upper Freehold Regional	Struck School District: Essex Co. Voc. & Tech.
Salary and fringe benefits									
Salary	KI	KI	KI	KI	SI	KI	KI	KI	KI
Fringe benefits (paid leaves, insurance, health services, etc.)	KI	KI	KI		SI	KI[a]	KI	KI	KI
Working Conditions									
Class size	SI	SI	SI						
Building facilities									
Length of school year	SI	KI				SI[b]			
Non-teaching assignments	SI						KI		SI
Teaching participation in curricular decisions				SI					
Supplies, equipment, textbooks			SI						SI
Negotiation									
Conflict in determining organization to represent majority of teachers									
Negotiation procedures inadequate and/or needed			KI						SI

Legend: KI - Key Issue
SI - Subordinate Issue

[a] Dental Plan
[b] Working Day

TABLE 27 Continued

SUMMARY OF ISSUES PRECIPITATING THE WITHHOLDING OF SERVICES

September, 1979 - June, 1980

Issues Precipitating the Withholding of Services	Struck School District									
	Bloomfield	Haworth	Camden Co. Voc. & Tech.	Cranbury Twp.	Hamilton Twp.	Penns Grove Carney's Point Reg.	Lawnside	East Brunswick	Freehold Reg.
Salary and fringe benefits									
Salary	KI		KI		KI	KI	KI	KI	KI
Fringe benefits (paid leaves, insurance, health services, etc.)	KI		KI		KI		KI		KI
Working Conditions									
Class size									SI
Building facilities									
Length of school year			SI		SI		KI		
Non-teaching assignments		KI			SI		SI		SI
Teaching participation in curricular decisions					SI		SI		
Supplies, equipment, textbooks							SI		SI
Negotiation									
Conflict in determining organization to represent majority of teachers									
Negotiation procedures inadequate and/or needed									

Legend: KI - Key Issue
SI - Subordinate Issue

TABLE 27A

SUMMARY OF ISSUES PRECIPITATING THE WITHHOLDING OF SERVICES

September, 1979 - June, 1980

Issues Precipitating the Withholding of Services	Struck School District									
	Woodbridge	Perth Amboy	Paterson	Morris	Sussex Co. Voc. & Tech.	Morris Hills Reg.	Glassboro	Upper Freehold Regional	Essex Co. Voc. & Tech.	
Grievance procedures inadequate and/or needed					SI		KI		KI	
Board refuses to recognize an organization to represent majority of teachers										
Board refuses to meet with recognized teacher organization		KI								
Board meets with, but refuses to negotiate with recognized teacher organization		KI							[illegible]	
Third-party impasse resolution recommendations not accepted by one or both parties (board, teachers)				KI		SI[c]			SI	
Other										
Inadequate local tax effort	SI		SI					SI	KI	
Reduction in and/or insufficient planned school expenditure	SI		SI						KI	
Other (specify)	KI			SI[a]	KI[b]				SI[d]	

Legend: KI - Key Issue
SI - Subordinate Issue

[a] Accumulation of frustrations over past few years plus four years with no contract at beginning of school year.
[b] Teaching Load
[c] Both Parties
[d] Morale, Administration ineffective; Political interference

TABLE 27A Continued

SUMMARY OF ISSUES PRECIPITATING THE WITHHOLDING OF SERVICES

September, 1979 - June, 1980

Issues Precipitating the Withholding of Services	Struck School District									
	Bloomfield	Haworth	Camden Co. Voc. & Tech.	Cranbury Twp.	Hamilton Twp.	Penns Grove Carney's Point Reg.	Lawnside	East Brunswick	Freehold Reg.
Grievance procedures inadequate and/or needed			KI				KI		
Board refuses to recognize an organization to represent majority of teachers									
Board refuses to meet with recognized teacher organization							SI		
Board meets with, but refuses to negotiate with recognized teacher organization		SI							
Third-party impasse resolution recommendations not accepted by one or both parties (board, teachers)	KI		SI		SI	KI	SI		
Other									
Inadequate local tax effort			SI				SI		
Reduction in and/or insufficient planned school expenditure			KI				KI		
Other (specify)			KI	KI[a]					

Legend: KI - Key Issue
SI - Subordinate Issue

[a]Board refused to accept terms agreed to by their negotiating team.

233

TABLE 28

SUMMARY OF GENERAL STRIKE DATA, SEPTEMBER, 1980 - JUNE, 1981

School District (County)	Organization[a] Initiating Strike (Affiliation)	First Day of Strike	Last[b] Day of Strike	Total No. of Scheduled Teaching Days Lost	Estimated[c] No. of Employees Participating at Any Time	Contract Status
Freehold Boro (Monmouth)	Freehold Boro. Teachers Assn. (NEA)	Tues. 9/2/80	Thurs. 9/5/80	3	60	Previous contract expired; teachers working without new one.
Newark[d] (Essex)	Newark Teachers Union (AFT)	Wed. 9/3/80	Thurs. 9/4/80	2	4000	Previous contract expired; teachers working without new one.
Wall Twp. (Monmouth)	Wall Twp. Ed. Assn. (NEA)	Mon. 9/15/80	Fri. 9/21/80	5	250	Previous contract expired; teachers working without new one.

[a]NEA designation also applies to striking professional associations not officially chartered by the NEA at the time of the work stoppage.

[b]Denotes last scheduled school day affected by strike.

[c]Figures are approximate only and may not represent sustained teacher participation throughout the work stoppage.

[d]Information taken from newspapers, not questionnaires.

TABLE 28 Continued

SUMMARY OF GENERAL STRIKE DATA, SEPTEMBER, 1980 - JUNE, 1981

School District (County)	Organization[a] Initiating Strike (Affiliation)	First Day of Strike	Last[b] Day of Strike	Total No. of Scheduled Teaching Days Lost	Estimated[c] No. of Employees Participating at Any Time	Contract Status
Weehawken (Hudson)	Weehawken Ed. Assn. (NEA)	Fri. 9/1 /80	Thurs. 10/2/80	9	100	Previous contract expired; teachers working without new one.
Deptford Twp. (Gloucester)	Deptford Twp. Ed. Assn. (NEA)	Tues. 9/23/80	Tues. 9/23/80	1	320	Previous contract expired; teachers working without new one.
Hamilton Twp. (Mercer)	Hamilton Twp. Ed. Assn. (NEA)	Mon. 9/29/80	Mon. 9/29/80	1	900	Previous contract expired; teachers working without new one.

[a]NEA designation also applies to striking professional associations not officially chartered by the NEA at the time of the work stoppage.

[b]Denotes last scheduled school day affected by strike.

[c]Figures are approximate only and may not represent sustained teacher participation throughout the work stoppage.

TABLE 28 Continued

SUMMARY OF GENERAL STRIKE DATA, SEPTEMBER, 1980 - JUNE, 1981

School District (County)	Organization[a] Initiating Strike (Affiliation)	First Day of Strike	Last[b] Day of Strike	Total No. of Scheduled Teaching Days Lost	Estimated[c] No. of Employees Participating at Any Time	Contract Status
Garfield[d] (Bergen)	Garfield Fed. of Teachers (AFT)	Mon. 9/29/80	Wed. 11/5/80	9	140	Previous contract expired; teachers working without new one.
Saddle Brook (Bergen)	Saddle Brook Ed. Assn. (NEA	Wed. 10/1/80	Wed. 10/7/80	5	143	Previous contract expired; teachers working without new one.
Trenton (Mercer)	Trenton Ed. Assn. (NEA)	Thurs. 10/2/80	Thurs. 10/9/80	6	1600	Previous contract expired; teachers working without new one.

[a] NEA designation also applies to striking professional associations not officially chartered by the NEA at the time of the work stoppage.

[b] Denotes last scheduled school day affected by strike.

[c] Figures are approximate only and may not represent sustained teacher participation throughout the work stoppage.

[d] Information taken from newspapers, not questionnaires.

TABLE 28-Continued

SUMMARY OF GENERAL STRIKE DATA, SEPTEMBER, 1980 - JUNE, 1981

School District (County)	Organization[a] Initiating Strike (Affiliation)	First Day of Strike	Last[b] Day of Strike	Total No. of Scheduled Teaching Days Lost	Estimated[c] No. of Employees Participating at Any Time	Contract Status
Pitman (Gloucester)	Pitman Ed. Assn. (NEA)	Fri. 10/3/80	Fri. 10/10/80	6	170	Previous contract expired; teachers working without new one.
Bound Brook (Somerset)	Bound Brook Ed. Assn. (NEA)	Fri. 2/6/81	Fri. 2/6/81	6	150	During term of contract; contract terms not involved.
Caldwell-West Caldwell (Essex)	Caldwell-West Caldwell Teachers Assn. (NEA)	Fri. 5/8/81	Tues. 5/12/81	3	210	During negotiations for future contract while present contract was in force.

[a]NEA designation also applies to striking professional associations not officially chartered by the NEA at the time of the work stoppage.

[b]Denotes last scheduled school day affected by strike.

[c]Figures are approximate only and may not represent sustained teacher participation throughout the work stoppage.

TABLE 29

SUMMARY OF ISSUES PRECIPITATING THE WITHHOLDING OF SERVICES

September, 1980 - June, 1981

Issues Precipitating the Withholding of Services	Struck School District												
	Freehold Boro.	Newark	Wall Township	Weehawken	Deptford Twp.	Hamilton Twp.	Garfield	Saddle Brook	Trenton	Pitman	Bound Brook	Caldwell-West Caldwell
Salary and fringe benefits												
Salary	KI		KI		KI	KI		KI	KI	KI		KI
Fringe benefits (paid leaves, insurance, health services, etc.	SI		KI		KI	KI		KI	KI	KI		KI
Working Conditions												
Class size												
Building facilities	KI											
Length of school year					SI					KI		
Non-teaching assignments								KI				
Teaching participation in curricular decisions												
Supplies, equipment, textbooks												
Negotiation												
Conflict in determining organization to represent majority of teachers												
Negotiation procedures inadequate and/or needed												SI

Legend: KI - Key Issue
SI - Subordinate Issue

215

TABLE 29A

SUMMARY OF ISSUES PRECIPITATING THE WITHHOLDING OF SERVICES

September, 1980 - June, 1981

Issues Precipitating the Withholding of Services	Struck School District												
	Freehold Boro.	Newark	Wall Township	Weehawken	Deptford Twp.	Hamilton Twp.	Garfield	Saddle Brook	Trenton	Pitman	Bound Brook	Caldwell-West Caldwell
Grievance procedures inadequate and/or needed												KI
Board refuses to recognize an organization to represent majority of teachers												
Board refuses to meet with recognized teacher organization				KI								
Board meets with, but refuses to negotiate with recognized teacher organization					SI							
Third-party impasse resolution recommendations not accepted by one or both parties (board, teachers)												
Other												
Inadequate local tax effort												KI
Reduction in and/or insufficient planned school expenditure												KI
Other (specify)		KI[a]					KI[a]				KI[b]	

Legend: KI - Key Issue
SI - Subordinate Issue

[a] Information not supplied
[b] Teacher assaulted by student

TABLE 30

SUMMARY OF NEW JERSEY TEACHERS' STRIKES

1945-46 - 1980-81 School Years

School Year and First Day of Strike	School System	Organi-zation[a]	Duration in Days	Estimated[b] Personnel Involved at One Time in Strike
1945-46				
2/20/46	Paterson	NEA & AFT	1	600
1946-47				
2/18/47	Hawthorne	NEA	1	80
1950-51				
2/26/51	Garfield	AFT	1	100
1951-52				
4/28/52	Bayonne	NEA & AFT	1	250
1952-53				
11/17/52	Camden	None	1	30
1953-54				
12/11/53	Garfield	AFT	3	170
3/3/54	Bayonne	NEA & AFT	2-1/2	460
1954-55				
2/2/55	Union City[c]	NEA	2 hours	200
1955-56				
5/7/56	Irvington	NEA & AFT	1	300

[a]Denotes affiliation of organization(s) initiating work stoppage. NEA designation also applies to professional associations not officially chartered by NEA at the time of the work stoppage. Where two organizations co-sponsored strike, the name of the larger organization appears first.

[b]Figures are approximate only.

[c]Job action lasted less than one day and is not for statistical purposes considered an official work stoppage; however, this study will consider this job action a strike.

TABLE 30A

SUMMARY OF NEW JERSEY TEACHERS' STRIKES

1945-46 - 1980-81 School Years

Continued

School Year and First Day of Strike	School System	Organi-[a] zation	Duration in Days	Estimated[b] Personnel Involved at One Time in Strike
1956-57				
11/30/56	Fairview	AFT	1	30
5/24/57	Clifton	NEA	1	160
1963-64				
3/4/64	Jersey City	NEA & AFT	1	600
6/2/64	Hoboken	NEA	1	70
6/8/64	Bayonne	AFT	1	50
1964-65				
3/19/65	Belleville	NEA	1	260
1965-66				
11/1/65	Perth Amboy	AFT	10	130
12/2/65	Newark	AFT	2	800
2/10/66	Newark	NEA	2	1500
1966-67				
12/20/66	South Plainfield	NEA	1	240
1/4/67	Camden	NEA & AFT	2	450
1/9/67	Piscataway	NEA	1	210
1/16/67	Woodbridge	AFT	11	510
1/23/67	Linden	NEA	1	240
2/15/67	Jersey City	AFT	4	350
1967-68				
12/7/67	Secaucus	NEA	1	60
1/5/68	Madison Township	AFT	1	140
1/25/68	Somerville	NEA	1	60
2/8/68	Plainfield	NEA	1	90
3/5/68	Scotch Plains-Fanwood	NEA	1	320
3/27/68	East Brunswick	NEA	1	480

[a] Denotes affiliation of organization(s) initiating work stoppage. NEA designation also applies to professional associations not officially chartered by NEA at the time of the work stoppage. Where two organizations co-sponsored strike, the name of the larger organization appears first.

[b] Figures are approximate only.

TABLE 30B

SUMMARY OF NEW JERSEY TEACHERS' STRIKES

1945-46 - 1980-81 School Years

Continued

School Year and First Day of Strike	School System	Organi-[a] zation	Duration in Days	Estimated[b] Personnel Involved at One Time in Strike
1968-69				
12/4/68	Middle Township	NEA	3	125
1/16/69	Ramapo-Indian Hills Regional	NEA	1	165
1/23/69	Jersey City	NEA	6	1150
1/28/69	Wallington	NEA	1	54
2/3/69	North Bergen	AFT	3	310
2/13/69	Garfield	NEA	4-1/2	165
2/14/69	Trenton	NEA	1	700
3/21/69	Cherry Hill	NEA	1	790
3/21/69	Warren Hills Regional	NEA	1	92
6/16/69	Buena Regional	NEA	5	85
6/17/69	Paterson	NEA	4	1100
1969-70				
1/16/70	Passaic	NEA	8	431
1/22/70	East Brunswick	NEA	5	750
1/23/70	North Arlington	NEA	1	85
2/2/70	Newark	AFT	17	3200
2/4/70	Weehawken	NEA	1	135
2/9/70	Jersey City	NEA	17	1600
2/10/70	Hamilton Township	NEA	1	560
3/6/70	Lakehurst	NEA	3	25
3/10/70	Savreville	NEA	4	225

[a]Denotes affiliation of organization(s) initiating work stoppage. NEA designation also applies to professional associations not officially chartered by NEA at the time of the work stoppage. Where two organizations co-sponsored strike, the name of the larger organization appears first.

[b]Figures are approximate only.

TABLE 30C

SUMMARY OF NEW JERSEY TEACHERS' STRIKES

1945-46 - 1980-81 School Years

Continued

School Year and First Day of Strike	School System	Organi-[a] zation	Duration in Days	Estimated[b] Personnel Involved at One Time in Strike
1970-71				
11/16/70	Brick Township	NEA	1	300
1/20/71	Bergenfield	NEA	2	315
1/22/71	Fair Lawn	NEA	8	420
1/25/71	Paramus	NEA	1	400
1/29/71	Ridgefield Park	NEA	1	175
2/1/71	Union City	NEA	5	700
2/1/71	Newark	AFT	55	3000
2/5/71	Union Township	NEA	2	380
2/17/71	Trenton	NEA	8	650
3/5/71	Piscataway	NEA	11	450
3/11/71	Dover	NEA	1	194
3/15/71	Bridgeton	None	1	350
3/18/71	Somerville	NEA	3	50
1971-72				
1/25/72	Madison Township	NEA	8	1080
2/11/72	Irvington	NEA	1	589
3/28/72	Long Branch	NEA	1	300
3/29/72	Lakewood	NEA	1	300
4/20/72	Freehold Regional	NEA	8	400
1972-73				
9/6/72	Howell	NEA	1	175
9/22/72	Lodi	NEA	1	167
1/23/73	Cliffside Park	NEA	1	125
2/16/73	Weehawken	NEA	9	136
3/9/73	East Orange	NEA	5	595
3/29/73	Garfield	NEA	2	167
4/5/73	Long Branch	NEA	2	250
5/24/73	Elmwood Park	NEA	7	150

[a]Denotes affiliation of organization(s) initiating work stoppage. NEA designation also applies to professional associations not officially chartered by NEA at the time of the work stoppage. Where two organizations co-sponsored strike, the name of the larger organization appears first.

[b]Figures are approximate only.

TABLE 30D

SUMMARY OF NEW JERSEY TEACHERS' STRIKES

1945-46 - 1980-81 School Years

Continued

School Year and First Day of Strike	School System	Organi-[a] zation	Duration in Days	Estimated[b] Personnel Involved at One Time in Strike
1973-74				
9/5/73	Montville Township	NEA	2	160
9/17/73	Clifton	NEA	2	420
11/5/73	Manville	NEA	1	260
1974-75				
9/10/74	Monroe Township	NEA	1	180
10/22/74	Long Branch	NEA	10	340
2/12/75	Ocean Township	NEA	1	275
5/6/75	Manalapan-Englishtown	NEA	1	140
5/2/75	Newark	Wildcat	8	1000
1975-76				
9/3/75	Matawan Regional	NEA	2 hrs.	470
9/3/75	Lakeland Regional	NEA	3	75
9/4/75	Hoboken	NEA	25	433
9/5/75	Secaucus	NEA	1	134
9/5/75	Boonton	NEA	2	130
9/8/75	Englewood	NEA	9	400
9/9/75	Manchester	NEA	3	70
9/16/75	Hawthorne	NEA	3	196
9/17/75	Parsippany-Troy Hills	NEA	11	765
10/3/75	Howell Township	NEA	6	242
10/6/75	Elizabeth	NEA	13	980
10/6/75	River Dell	NEA	10	170
10/17/75	Hunterdon Central	NEA	1	148
12/10/75	Tinton Falls	NEA	1	81
2/2/76	Newark	AFT	4	4000

[a] Denotes affiliation of organization(s) initiating work stoppage. NEA designation also applies to professional associations not officially chartered by NEA at the time of the work stoppage. Where two organizations co-sponsored strike, the name of the larger organization appears first.

[b] Figures are approximate only.

TABLE 30E

SUMMARY OF NEW JERSEY TEACHERS' STRIKES

1945-46 - 1980-81 School Years

Continued

School Year and First Day of Strike	School System	Organi-[a] zation	Duration in Days	Estimated[b] Personnel Involved at One Time in Strike
1976-77				
9/8/76	Bayonne	AFT	5	500
9/8/76	Jersey City	NEA	4	2300
9/16/76	Garfield	NEA	3	205
9/17/76	Middle Township	NEA	1	132
9/20/76	Cliffside Park	NEA	2	155
10/4/76	Carlstadt-East Rutherford	NEA	3	53
10/8/76	Paterson	NEA	1	1300
10/18/76	Cherry Hill	NEA	8	1101
10/18/76	Westwood	NEA	5	240
11/2/76	Passaic Valley	NEA	3	118
11/2/76	Watchung Hills	NEA	1	120
1/3/77	South Brunswick	None	14	450
1/5/77	Absecon	NEA	2	56
1/12/77	Garwood	NEA	1	20
3/1/77	Gloucester City	NEA	4	100
5/3/77	Warren County	NEA	1	37
1977-78				
9/1/77	Woodstown-Pilesgrove	NEA	1	65
9/6/77	Belvidere	NEA	1	65
9/8/77	Bridgewater-Raritan	NEA	2	565
9/9/77	Green Brook	NEA	6	80
9/12/77	Manalapan-Englishtown	NEA	1	184
9/16/77	Matawan Regional	NEA	16	465
10/24/77	Kingwood Township	NEA	1	23
11/4/77	Willingboro	NEA	17	1180
11/7/77	Fairview	NEA	2	48
11/8/77	Holland Township	NEA	1	50
11/8/77	Tenafly	NEA	1	220
1/5/78	North Hanover	NEA	6	85
1/16/78	Lavallette	NEA & AFT	1	15

[a] Denotes affiliation of organization(s) initiating work stoppage. NEA designation also applies to professional associations not officially chartered by NEA at the time of the work stoppage. Where two organizations co-sponsored strike, the name of the larger organization appears first.

[b] Figures are approximate only.

TABLE 30F

SUMMARY OF NEW JERSEY TEACHERS' STRIKES

1945-46 - 1980-81 School Years

Continued

School Year and First Day of Strike	School System	Organi-[a] zation	Duration in Days	Estimated[b] Personnel Involved at One Time in Strike
1978-79				
9/6/78	Somerset County Voc. & Tech.	NEA	5	78
9/6/78	Belvidere	NEA	3	76
9/18/78	So. Orange-Maplewood	NEA	2	400
9/21/78	Westfield	NEA	2	444
9/21/78	Black Horse Pike Reg.	NEA	2	200
10/5/78	Hillsborough	NEA	7	360
10/6/78	Camden	NEA	17	1800
10/16/78	Lodi	NEA	4	235
11/8/78	Plainfield	NEA	11	553
11/13/78	Hackettstown	NEA	1	218
1/5/79	Bradley Beach	NEA	1	35
1/10/79	Newark	AFT	1	3500
4/29/79	Mount Olive	NEA	4	286
1979-80				
9/4/79	Woodbridge	AFT	9	950
9/4/79	Perth Amboy	AFT	14	490
9/5/79	Paterson	NEA	9	1625
9/14/79	Morris	NEA	11	440
9/19/79	Sussex Voc. & Tech.	NEA	10	100
10/4/79	Morris Hills	NEA	2	198
10/5/79	Glassboro	NEA	4	189
10/19/79	Upper Freehold Reg.	NEA	4	135
10/23/79	Essex County Voc.& Tech.	NEA	17	250
10/24/79	Bloomfield	NEA	3	443
11/7/79	Haworth	NEA	4	33
1/18/80	Camden County Voc.& Tech.	NEA	5	213
2/14/80	Cranbury Township	NEA	1	13

[a] Denotes affiliation of organization(s) initiating work stoppage. NEA designation also applies to professional associations not officially chartered by NEA at the time of the work stoppage. Where two organizations co-sponsored strike, the name of the larger organization appears first.

[b] Figures are approximate only.

TABLE 30G

SUMMARY OF NEW JERSEY TEACHERS' STRIKES

1945-46 - 1980-81 School Years

Continued

School Year and First Day of Strike	School System	Organi-[a] zation	Duration in Days	Estimated[b] Personnel Involved at One Time in Strike
1979-80	(Continued)			
2/26/80) 3/26/80)	Hamilton Township	NEA	2	300
5/22/80	Penns Grove-Carney's Point Reg.	NEA	1	150
5/19/80	Lawnside	NEA	7	47
6/3/80) 6/12/80)	East Brunswick	NEA	2	200
6/20/80	Freehold Reg.	NEA	1	600
1980-81				
9/2/80	Freehold Boro	NEA	3	60
8/3/80	Newark	AFT	2	3500
9/15/80	Wall Township	NEA	5	250
9/19/80	Weehawken	NEA	9	100
9/29/80	Hamilton Township	NEA	1	900
9/23/80	Deptford Township	NEA	1	320
9/29/80	Garfield	AFT	9	140
10/1/80	Saddle Brook	NEA	2	143
10/2/80	Trenton	NEA	6	1600
10/3/80	Pitman	NEA	6	170
2/6/81	Bound Brook	NEA	1	150
5/8/81	Caldwell-West Caldwell	NEA	3	210

[a] Denotes affiliation of organization(s) initiating work stoppage. NEA designation also applies to professional associations not officially chartered by NEA at the time of the work stoppage. Where two organizations co-sponsored strike, the name of the larger organization appears first.

[b] Figures are approximate only.

TABLE 31

SUMMARY OF MULTIPLE TEACHERS' STRIKES

BY SCHOOL DISTRICT IN NEW JERSEY

February 1946 - June 1981

School District	School Years
Bayonne	1951-52, 1953-54, 1963-64, 1976-77
Belvidere	1977-78, 1978-79
Camden	1952-53, 1966-67, 1978-79
Cherry Hill	1968-69, 1976-77
Clifton	1956-57, 1973-74
Cliffside Park	1972-73, 1976-77
East Brunswick	1967-68, 1969-70, 1979-80
Fairview	1956-57, 1977-78
Freehold Regional	1971-72, 1979-80
Garfield	1950-51, 1953-54, 1968-69, 1972-73, 1976-77, 1980-81
Hamilton Township	1969-70, 1979-80, 1980-81
Hawthorne	1946-47, 1975-76
Hoboken	1963-64, 1975-76
Howell	1972-73, 1975-76
Irvington	1955-56, 1971-72
Jersey City	1963-64, 1966-67, 1968-68, 1969-70, 1976-77
Lodi	1972-73, 1978-79
Long Branch	1971-72, 1972-73, 1974-75
Madison Twp. (Old Bridge)	1967-68, 1971-72
Manalapan-Englishtown	1974-75, 1977-78
Matawan-Aberdeen Regional	1975-76, 1977-78
Middle Township	1968-69, 1976-77
Newark	1965-66, 1965-66, 1969-70, 1970-71 1974-75, 1975-76, 1978-79, 1980-81

TABLE 31A

SUMMARY OF MULTIPLE TEACHERS' STRIKES

BY SCHOOL DISTRICT IN NEW JERSEY

February 1946 - June 1981

Continued

School District	School Years
Paterson	1945-46, 1968-69, 1976-77, 1979-80
Perth Amboy	1965-66, 1979-80
Piscataway	1966-67, 1970-71
Plainfield	1967-68, 1978-79
Secaucus	1967-68, 1975-76
Somerville	1967-68, 1970-71
Trenton	1968-69, 1970-71, 1980-81
Union City	1954-55, 1970-71
Weehawken	1979-70, 1972-73, 1980-81
Woodbridge	1966-67, 1979-80

TABLE 32

SUMMARY OF TEACHERS' STRIKES

IN NEW JERSEY BY COUNTY

February, 1946 - June, 1981

County	Struck School District	Year
Atlantic	Buena Regional	1968-69
	Absecon	1976-77
Bergen	Garfield	1950-51
	Garfield	1953-54
	Fairview	1956-57
	Ramapo-Indian Hills Regional	1968-69
	Wallington	1968-69
	Garfield	1968-69
	North Arlington	1969-70
	Bergenfield	1970-71
	Fair Lawn	1970-71
	Paramus	1970-71
	Ridgefield Park	1970-71
	Lodi	1972-73
	Cliffside Park	1972-73
	Garfield	1972-73
	Elmwood Park	1972-73
	Englewood	1975-76
	River Dell	1975-76
	Garfield	1976-77
	Cliffside Park	1976-77
	Carlstadt-East Rutherford Reg.	1976-77
	Westwood	1976-77
	Fairview	1977-78
	Tenafly	1977-78
	Lodi	1978-79
	Haworth	1979-80
	Garfield	1980-81
	Saddle Brook	1980-81
Burlington	Willingboro	1977-78
	North Hanover	1977-78
Camden	Camden	1952-53
	Camden	1966-67
	Cherry Hill	1968-69
	Cherry Hill	1976-77
	Gloucester City	1976-77
	Black Horse Pike Regional	1978-79
	Camden	1978-79
	Camden County Voca.-Tech.	1979-80
	Lawnside	1979-80

TABLE 32A

SUMMARY OF TEACHERS' STRIKES

IN NEW JERSEY BY COUNTY

February, 1946 - June, 1981

Continued

County	Struck School District	Year
Cape May	Middle Township	1968-69
	Middle Township	1976-77
Cumberland	Bridgeton	1970-71
Essex	Irvington	1955-56
	Belleville	1964-65
	Newark	1965-66
	Newark	1965-66
	Newark	1969-70
	Newark	1970-71
	Irvington	1971-72
	East Orange	1972-73
	Newark	1974-75
	Newark	1975-76
	South Orange-Maplewood	1978-79
	Newark	1978-79
	Essex County Voca-Tech	1979-80
	Bloomfield	1979-80
	Caldwell-West Caldwell	1980-81
	Newark	1980-81
Gloucester	Monroe Township	1974-75
	Glassboro	1979-80
	Deptford	1980-81
	Pitman	1980-81
Hudson	Bayonne	1951-52
	Bayonne	1953-54
	Union City	1954-55
	Jersey City	1963-64
	Hoboken	1963-64
	Bayonne	1963-64
	Jersey City	1966-67
	Secaucus	1967-68
	Jersey City	1968-69
	North Bergen	1968-69
	Weehawken	1969-70
	Jersey City	1969-79
	Union City	1970-71
	Weehawken	1972-73
	Hoboken	1975-76
	Secaucus	1975-76
	Bayonne	1976-77
	Jersey City	1976-77
	Weehawken	1980-81

TABLE 32B

SUMMARY OF TEACHERS' STRIKES

IN NEW JERSEY BY COUNTY

February, 1946 - June, 1981

Continued

County	Struck School District	Year
Hunterdon	Hunterdon Central	1975-76
	Kingwood Township	1977-78
	Holland Township	1977-78
Mercer	Trenton	1968-69
	Hamilton Township	1969-70
	Trenton	1970-71
	Hamilton Township	1979-80
	Hamilton Township	1980-81
	Trenton	1980-81
Middlesex	Perth Amboy	1965-66
	South Plainfield	1966-67
	Piscataway	1966-67
	Woodbridge	1966-67
	Madison Township	1967-68
	East Brunswick	1967-68
	East Brunswick	1969-70
	Sayreville	1969-70
	Piscataway	1970-71
	Madison Township	1971-72
	South Brunswick	1976-77
	Woodbridge	1979-80
	Perth Amboy	1979-80
	Cranbury	1979-80
	East Brunswick	1979-80
Monmouth	Long Branch	1971-72
	Freehold Regional	1971-72
	Howell	1972-73
	Long Branch	1972-73
	Long Branch	1974-75
	Ocean Township	1974-75
	Manalapan-Englishtown	1974-75
	Matawan Regional	1975-76
	Howell Township	1975-76
	Tinton Falls	1975-76
	Manalapan-Englishtown	1977-78
	Matawan Regional	1977-78
	Bradley Beach	1978-79
	Upper Freehold Regional	1979-80
	Freehold Regional	1979-80
	Freehold Borough	1980-81
	Wall Township	1980-81

TABLE 32C

SUMMARY OF TEACHERS' STRIKES

IN NEW JERSEY BY COUNTY

February, 1946 - June, 1981

Continued

County	Struck School District	Year
Morris	Dover	1970-71
	Montville	1973-74
	Boonton	1975-76
	Parsippany-Troy Hills	1975-76
	Mt. Olive	1978-79
	Morris	1979-80
	Morris Hills Regional	1979-80
Ocean	Lakehurst	1969-70
	Brick Township	1970-71
	Lakewood	1971-72
	Lavellette	1977-78
Passaic	Paterson	1945-46
	Hawthorne	1946-47
	Clifton	1956-57
	Paterson	1968-69
	Passaic	1969-70
	Clifton	1973-74
	Lakeland Regional	1975-76
	Manchester	1975-76
	Hawthorne	1975-76
	Paterson	1976-77
	Passaic Valley Regional	1976-77
	Paterson	1979-80
Salem	Woodstown-Pilesgrove	1977-78
	Penns Grove-Carney's Point	1979-80
Somerset	Somerville	1967-68
	Somerville	1970-71
	Manville	1973-74
	Watchung Hills Regional	1976-77
	Bridgewater-Raritan	1977-78
	Green Brook	1977-78
	Somerset County Voc.-Tech.	1978-79
	Hillsborough	1978-79
	Bound Brook	1980-81
Sussex	Sussex County Voca.-Tech.	1979-80

TABLE 32D

SUMMARY OF TEACHERS' STRIKES

IN NEW JERSEY BY COUNTY

February, 1946 - June, 1981

Continued

County	Struck School District	Year
Union	Linden	1966-67
	Plainfield	1967-68
	Scotch Plains-Fanwood	1967-68
	Union Township	1970-71
	Elizabeth	1975-76
	Garwood	1976-77
	Westfield	1978-79
	Plainfield	1978-79
Warren	Warren Hills Regional	1968-69
	Warren County Voca.-Tech.	1976-77
	Belvidere	1977-78
	Belvidere	1978-79
	Hackettstown	1978-79

TABLE 33

SUMMARY OF TEACHERS' STRIKES

IN THE UNITED STATES AND IN NEW JERSEY

January, 1947 - June, 1981

Year	United States[a]	New Jersey[b]
1945*	1	0
1946	16	1
1947	20	1
1948	12	0
1949	9	0
1950	4	0
1951	10	1
1952	7	2
1953	1	1
1954	2	1
1955	1	1
1956	5	2
1957	2	1
1958	1	0
1959	2	0
1960	3	0
1960-61**	3	0
1961-62	1	0
1962-63	2	0
1963-64	5	3
1964-65	12	1
1965-66	18	3
1966-67	34	6
1967-68	114	6
1968-69	131	11
1969-70	181	9

[a]All school strikes. NEA statistics include community college strikes.

[b]New Jersey public school strikes only.

*1945-1960 = Calendar Year

**1960-1981 = School Year

TABLE 23A

SUMMARY OF TEACHERS' STRIKES

IN THE UNITED STATES AND IN NEW JERSEY

January, 1947 - June, 1981

Continued

Year	United States[a]	New Jersey[b]
1970-71	130	13
1971-72	89	5
1972-73	143	8
1973-74	154	3
1974-75	133	5
1975-76	203	15
1976-77	152	16
1977-78	152	13
1978-79	176	13
1979-80	242	18
1980-81	182	12

[a] All school strikes. NEA statistics include community college strikes.

[b] New Jersey public school strikes only.

Sources: U.S., Department of Labor, Bureau of Labor Statistics, "Work Stoppages Involving Teachers, 1940-62," Summary Release, November, 1963, p. 1.

NEA, "Summary of Teacher Strikes, Work Stoppages, and Interruptions of Service by School Year, by Month, and by State, July, 1960 through June, 1973," Research Memo, RM 73-9, December, 1973, p. 5.

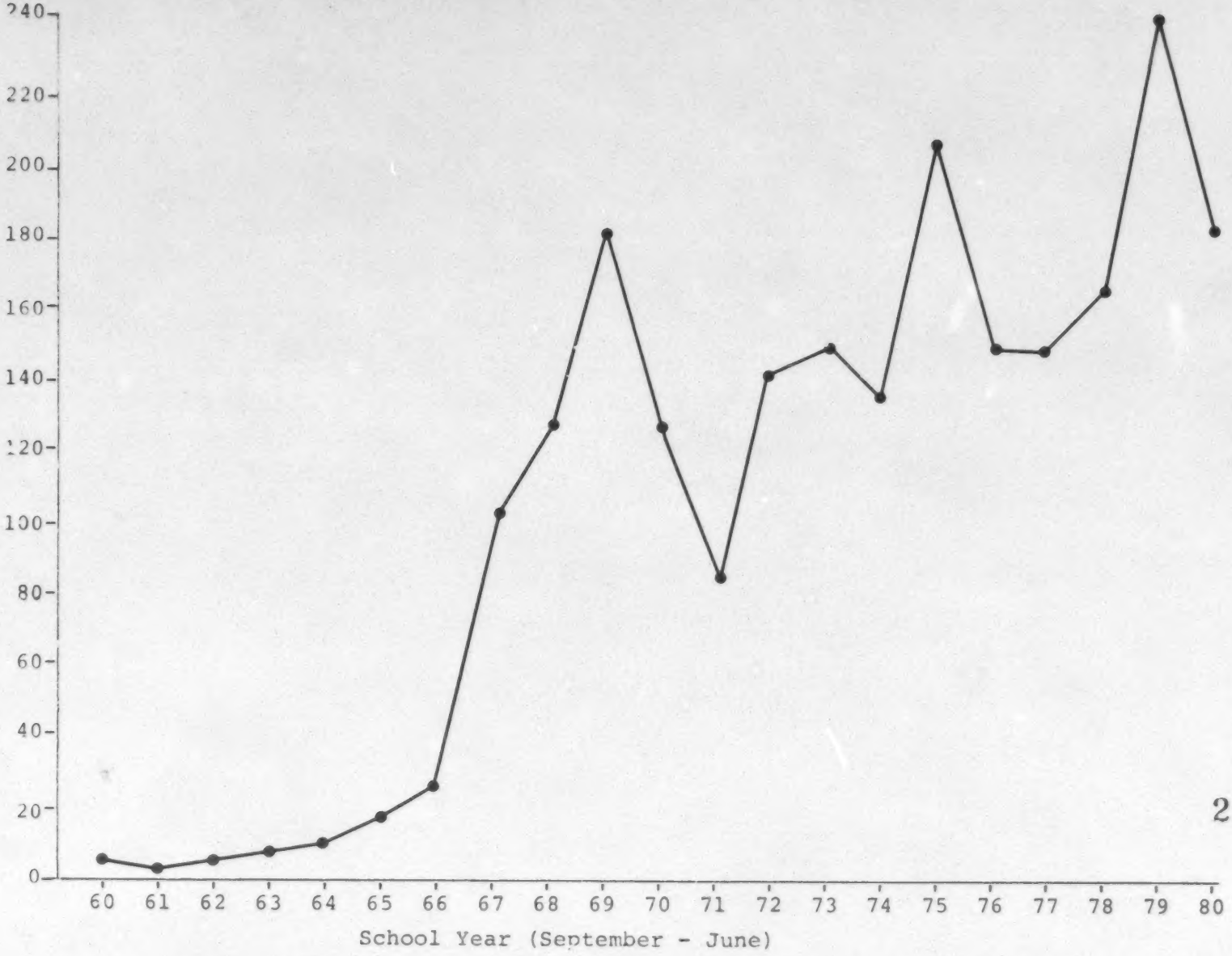
NEA, "Teacher Strikes, 1973-74," Negotiation Research Digest, December, 1974, pp. 14-15.

NEA News Service, telephone interviews with Faye Ford, July, 1980, and Bob Gruenberg, June, 1981.

Note: The U.S. statistics were gathered through an unofficial telephone survey.

TABLE 33B

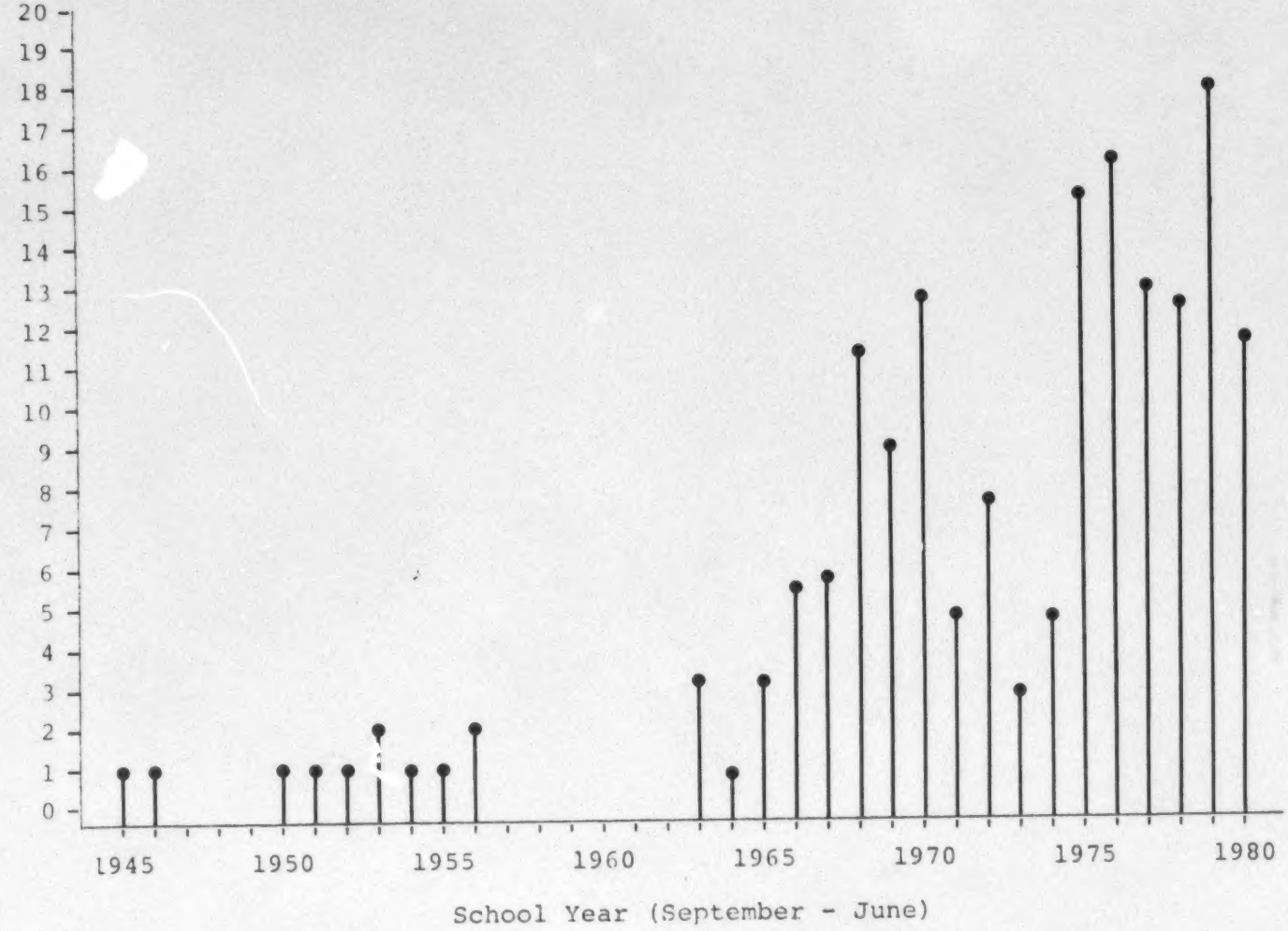
NUMBER OF STRIKES



Teachers' strikes in the United States from the 1960-61 school year through the 1980-81 school year.

TABLE 33C

NUMBER OF STRIKES



Teachers' strikes in New Jersey from the 1945-46 school year through the 1980-81 school year.

TABLE 34

SUMMARY OF SIXTY-THREE LARGEST SCHOOL DISTRICTS IN NEW JERSEY WITH 5,000 OR MORE STUDENTS ENROLLED, SIZE OF TEACHING STAFF, AND ORGANIZATIONAL AFFILIATION OF EXCLUSIVE TEACHER BARGAINING UNIT

Rank	School District	Students Enrolled	Teaching Staff[a]	Organizational Affiliation[b]
1	Newark	61,879	3,483	AFT
2	Jersey City	33,724	2,213	NEA
3	Paterson	25,501	1,529	NEA
4	Camden	19,179	1,061	NEA
5	Toms River	17,132	869	NEA
6	Trenton	15,561	956	NEA
7	Elizabeth	14,574	919	NEA
8	Woodbridge	14,483	910	AFT
9	Cherry Hill	13,642	804	NEA
10	East Orange	13,329	740	NEA
11	Hamilton	12,500	737	NEA
12	Middletown	11,968	650	NEA
13	Edison	11,708	707	NEA
14	Vineland	11,137	615	NEA
15	Old Bridge[c]	10,706	692	NEA
16	Brick	10,306	516	NEA
17	Willingboro	10,120	644	NEA
18	Parsippany-Troy Hills	9,740	531	NEA
19	Passaic	8,769	527	NEA
20	Wayne	8,635	564	NEA
21	E. Brunswick	8,565	494	NEA
22	Plainfield	8,433	448	NEA
23	Clifton	8,412	466	NEA
24	Irvington	8,392	428	NEA
25	Union City	8,202	585	NEA
26	Pemberton	8,065	401	NEA

[a]Figures apply to classroom teachers as of September 28, 1979; classification excludes principals, supervisors, and superintendents, special services personnel (nurses, librarians, guidance counselors, etc.).

[b]The NJEA and the NJSFT verified affiliation of exclusive bargaining agents for the teacher organizations cited above.

[c]Formerly Madison Township.

TABLE 34A

SUMMARY OF SIXTY-THREE LARGEST SCHOOL DISTRICTS IN NEW JERSEY WITH 5,000 OR MORE STUDENTS ENROLLED, SIZE OF TEACHING STAFF, AND ORGANIZATIONAL AFFILIATION OF EXCLUSIVE TEACHER BARGAINING UNIT

Continued

Rank	School District	Students Enrolled	Teaching Staff[a]	Organizational Affiliation[b]
27	Atlantic City	7,946	443	NEA
28	Bridgewater-Raritan Regional	7,844	490	NEA
29	Bayonne	7,503	571	NEA
30	Freehold Reg.	7,380	438	NEA
31	Union	6,997	398	NEA
32	Piscataway	6,899	456	NEA
33	Perth Amboy	6,820	423	AFT
34	Bloomfield	6,395	382	NEA
35	Washington	6,225	326	NEA
36	Hoboken	6,223	416	NEA
37	Westfield	6,183	375	NEA
38	No. Bergen	6,168	360	AFT
39	West New York	6,118	359	NEA
40	So. Orange-Maplewood	6,082	339	NEA
41	Millville	6,071	312	NEA
42	Montclair	6,023	425	NEA
43	Gloucester	5,989	336	NEA
44	Jackson	5,924	375	NEA
45	West Orange	5,904	411	NEA
46	Teaneck	5,788	393	NEA
47	Ridgewood	5,592	337	NEA
48	Livingston	5,562	356	NEA
49	Morris School District	5,545	383	NEA
50	Lakewood	5,516	351	NEA
51	Sayreville	5,454	325	NEA
52	East Windsor Reg.	5,406	312	NEA
53	W. Milford	5,337	285	NEA
54	Pennsauken	5,322	358	NEA

[a]Figures apply to classroom teachers as of September 28, 1979; classification excludes principals, supervisors, and superintendents, special services personnel (nurses, librarians, guidance counselors, etc.).

[b]The NJEA and the NJSFT verified affiliation of exclusive bargaining agents for the teacher organizations cited above.

TABLE 34B

SUMMARY OF SIXTY-THREE LARGEST SCHOOL DISTRICTS IN NEW JERSEY WITH 5,000 OR MORE STUDENTS ENROLLED, SIZE OF TEACHING STAFF, AND ORGANIZATIONAL AFFILIATION OF EXCLUSIVE TEACHER BARGAINING UNIT

Continued

Rank	School District	Students Enrolled	Teaching[a] Staff	Organizational[b] Affiliation
55	Neptune	5,321	358	NEA
56	Kearny	5,275	338	NEA
57	Lenape Regional	5,269	275	NEA
58	Scotch Plains-Fanwood Reg.	5,267	327	NEA
59	Matawan Regional	5,165	405	NEA
60	Franklin	5,103	302	NEA
61	Linden	5,084	357	NEA
62	Lower Camden County Reg.	5,078	301	NEA
63	Hazlet	5,035	308	NEA

[a]Figures apply to classroom teachers as of September 28, 1979; classification excludes principals, supervisors, and superintendents, special services personnel (nurses, librarians, guidance counselors, etc.).

[b]The NJEA and the NJSFT verified affiliation of exclusive bargaining agents for the teacher organizations cited above.

Source: NJEA Research, Basic Statistical Data of New Jersey School Districts, 1980 Ed., Part 2 September 1980, Bulletin A80-2.